

Performance Evaluation—Licensed Personnel

Policy Code:

7810

Descriptor Term: EVALUATION—LICENSED PERSONNEL		Descriptor Code: 7810* (formerly GBI)
Presented to the Board: August 26, 2004	Adopted by the Board: October 28, 2004	Revised: May 29, 2014 Recodified as policy 7810: May 10, 2022

The Guilford County Schools believes that a strong relationship exists between the quality of education afforded students and the competency of ~~professional personnel~~ all employees employed by of the school system. The district attaches a high priority to securing the most competent ~~personnel~~ employees available and, once they are employed, ~~in~~, assisting them in their professional growth and development throughout their careers. ~~The district regards a personnel evaluation plan as a critical and essential part of professional growth.~~

The primary purpose of ~~professional~~ performance evaluation is to improve the ~~instructional educational~~ program for all students by assisting ~~teachers and other licensed personnel employees~~ to improve and to gain even greater competence in their ~~profession work~~. Performance evaluation also serves as a significant factor in employment-related decisions, including but not limited to contract status, renewal, assignment, professional development, discipline, and continued employment, as permitted by law. To be most effective, ~~the~~ performance evaluation ~~plan~~ should be:

- ~~Viewed as a~~ a developmental process designed to indicate the present effectiveness of the employee in relation to established professional standards or and job expectations. ~~and to provide a performance improvement plan if needed.~~
- ~~Designed to facilitate~~ An open dialogue between the evaluator and the ~~professional~~ employee directed toward self-reflection, goal-setting, improving employee performance and promoting career development.
- Aligned with applicable local, state, and federal requirements, including the North Carolina Educator Evaluation System and State Board of Education policies for licensed employees.
- Implemented consistently and fairly to support individual growth, organizational effectiveness, and equitable outcomes for students.

~~The Superintendent establishes the procedures, which comply and are consistent with North Carolina laws and State Board of Education regulations regarding professional performance appraisal. These procedures can be found on the school district website.~~

All employees should be evaluated at least once annually, and additional evaluations may be conducted as determined necessary by the employee’s supervisor. Each employee who receives a rating of below standard, needs improvement, or unsatisfactory on any standard in the employee's performance evaluation shall may be placed on a performance improvement plan. Such plans shall be aligned with applicable evaluation standards or and job expectations. and

Performance improvement plans ~~shall be intended to~~ will support improvement through targeted feedback, professional learning, and appropriate monitoring.

Each formal evaluation will be presented to the employee for their review and acknowledgment of receipt. The performance evaluation and any written response from the employee will be considered part of the employee's personnel record.

The Superintendent or designee will ensure that all supervisors who evaluate employees are trained in the proper administration of employee evaluations., ~~including the use of appropriate evaluation instruments, the development and implementation of performance improvement plans, and expectations for consistent, evidence-based evaluation practices.~~ Nothing in this policy shall limit the Superintendent's authority or discretion to recommend dismissal, demotion, non-renewal, or other appropriate personnel action., ~~including placing an employee on any plan of improvement when an improvement plan is not otherwise mandated under this policy.~~

The Superintendent or designee will develop regulations for performance evaluations for all employee groups, ~~including but not limited to evaluation cycles, instruments, sources of evidence, performance improvement planning, evaluator training, and processes that support ongoing professional growth and development~~ consistent with North Carolina State Board of Education policy and other applicable laws.

Legal References: G.S. 115C-47(18), -286.1, -325, -333, -333.1, -333.2; State Board of Education Policies EVAL-004 through -006, EVAL-022, EVAL-025 through -031

Cross References: Teacher Contracts (policy 7410), Employee Assignment and Transfer (policy 7440), Personnel Records (policy 7820), Reduction in Force: Teachers and School Administrators (policy 7920), Demotion, Dismissal or Suspension (policy 7940), Retention and Nonrenewal (policy 7950)

Adopted: October 28, 2004

Revised: May 29, 2014; May 10, 2022 (recoded from GBI); [date]