

EVALUATION OF STAFF

The board recognizes that the professional growth and evaluation of individual employees is important to improve the effectiveness and efficiency of the district. Staff are expected to perform the duties identified in their contracts and/or job descriptions, in addition to any other reasonable responsibilities that may be assigned or directed by their supervisor.

Certificated Teachers and Principals

Evaluations for certificated teachers and principals will be in compliance with the requirements of chapter [28A.405 RCW](#) and applicable collective bargaining agreements or memoranda negotiated pursuant to chapter [41.59 RCW](#). The primary purpose of such evaluations will be to enhance and improve an employee's performance so as to improve student learning.

Certificated Support Personnel

"Certificated support personnel" and "certificated support person" mean a certificated employee who provides services to students and holds one or more of the education staff associate (ESA) certificates pursuant to [WAC 181-79A-140\(5\)](#). ESA certification includes: school speech pathologists or audiologists, school counselors, school nurses, school occupational therapists, school physical therapists, school psychologists, and school social workers.

Certificated support personnel are considered non-classroom teachers for purposes of the Professional Growth and Evaluation System, and are not subject to the four-level rating system. The performance of certificated support personnel will be evaluated consistent with state law and applicable collectively bargained processes. The purpose of such evaluations will be to improve the employee's performance and alert the employee to any performance deficits or concerns.

Other Administrative Staff

The performance of administrative staff other than certificated principals and assistant principals as referenced in the section above will be evaluated at least once per year. The purpose of such evaluations will be to improve the employee's performance and alert the employee to any performance deficits or concerns.

Classified Staff

The performance of classified staff will be annually evaluated by his/her supervisor consistent with applicable collectively bargained processes. The purpose of such evaluations will be to improve the employee's performance and alert the employee to any performance deficits or concerns.

Cross References:

Board Policy 5280
Board Policy 5520

Termination of Employment
Staff Development

Legal References:

RCW 28A.400.100

RCW 28A.405.100

Principals and vice principals –
Employment of Qualification -
Duties
Minimum criteria for the evaluation of
certificated employees, including

	administrators — Procedure —
	Scope — Penalty
RCW 28A.405.110	Evaluations — Legislative findings
RCW 28A.405.120	Training for evaluators
RCW 28A.405.130	Training in evaluation procedures required
RCW 28A.405.220	Conditions and contracts of employment – Nonrenewal of provisional employees – Notice – Procedure
RCW 28A.405.300	Adverse change in contract status of certificated employee – Determination of probable cause – Notice – Opportunity for hearing
WAC 181-79A-140	Types of certificates
WAC 392-191A	Professional Growth and Evaluation of School Personnel
SHB 1346	Nurses in Schools – Authority - Supervision

Management Resources: *Policy News*, February 2013
 Policy News, April 2013
 Policy News, December 2015
 Policy News, July 2017

Adoption Date: August 8, 1991
 Revised and Renumbered (5222, 6410): April 21, 2004
 Revised: May 15, 2019