

EAST STROUDSBURG AREA SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: EVALUATION OF
PROFESSIONAL EMPLOYEES

ADOPTED: August 19, 2002

REVISED: November 15, 2021

313.1. EVALUATION OF PROFESSIONAL EMPLOYEES	
1. Purpose	<p>Evaluation is a continuing process in which the professional employee and supervisor cooperatively identify strengths and weaknesses in the individual's effectiveness as a professional educator.</p> <p>The objectives of evaluation are to assess and improve performance, encourage professional growth, promote positive behavior, and facilitate attainment of school district goals and objectives in order to benefit the district's students.</p> <p>There shall be a plan for regular, periodic evaluation of all professional employees.</p>
2. Authority SC 1123	<p>The evaluation plan for professional employees shall be in accordance with the state plan for such purposes or in accordance with a plan approved by the Board.</p> <p>The Board directs that the school district shall utilize a state approved evaluation form.</p>
3. Guidelines	<p>The objectives of the school district evaluation plan for professional employees are:</p> <ol style="list-style-type: none"> 1. To identify, improve and reinforce the skills, attitudes and abilities that enable an employee to be effective in achieving school district goals. 2. To identify and suggest ways to improve on weaknesses that prevent an employee from achieving school district goals, which may include an Individual Improvement Plan. <p>The evaluation plan shall:</p> <ol style="list-style-type: none"> 1. Be in accordance with terms of the collective bargaining agreement. 2. Provide for differentiated supervision system. 3. Provide for evaluation of all professional employees annually.

