

1 The Transylvania County Board of Education (the “board”) recognizes that an effective staff is
2 critical to the smooth operation of the school system and to creating a learning environment in
3 which students can succeed. The board further believes that students will not excel in
4 performance unless those who most directly affect students, including school administrators,
5 teachers, and other licensed professionals, excel in their performance. It is the intent of the board
6 to employ only those licensed employees who continuously exhibit a pattern of behavior that
7 exemplifies excellent performance.

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9 The board places a high priority on securing the most competent personnel available and, once
10 they are employed, in assisting them in their professional growth and development throughout
11 their careers. An effective evaluation program that clearly describes an employee’s performance
12 is a critical aspect of professional growth and assistance. Further, performance evaluation data is
13 an important factor for consideration in decisions regarding continued employment. The
14 superintendent must be able to substantiate any recommendation for continued employment with
15 evaluation data, among other factors.

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17 The superintendent is directed to develop and implement an effective evaluation system for
18 licensed personnel that is consistent with State Board of Education policies. School
19 administrators who are responsible for conducting evaluations shall comply with all state
20 requirements with regard to the type and frequency of evaluation, including, as applicable, the
21 processes for evaluating licensed employees in schools designated as low performing. The
22 principal, or an assistant principal in the limited circumstances authorized by law, shall evaluate
23 teachers and may incorporate any guidelines or strategies developed by the State Board to assist
24 in the evaluations. The principal shall provide teachers’ access to EVAAS data as required by
25 law and shall notify teachers at least annually when the data is updated to reflect teacher
26 performance from the previous school year. The superintendent or designee shall evaluate
27 principals and assistant principals.

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29 All licensed personnel must be evaluated at least annually using state-approved evaluation
30 instruments in conformance with the processes established by the State Board in the North
31 Carolina Educator Evaluation System for that class of personnel. Teachers with fewer than three
32 consecutive years of experience will be evaluated annually in accordance with state law and the
33 comprehensive evaluation cycle established in State Board Policy EVAL-004. For teachers with
34 three or more years of experience, the abbreviated evaluation process established in State Board
35 Policy EVAL-004 satisfies the annual evaluation requirement; however, a teacher receiving an
36 abbreviated evaluation may request that the evaluator conduct a formal observation. In addition,
37 in any given year, the principal may elect to use the comprehensive or standard evaluation
38 processes set forth in State Board Policy EVAL-004 or require additional formal or informal
39 observations to evaluate a teacher with three or more years of experience. The principal also
40 may supplement the State Board evaluation processes for other categories of licensed personnel
41 by requiring additional observations or other evaluation measures. The annual evaluation of
42 principals and assistant principals must include a mid-year review.

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44 The evaluation system must incorporate the following directives.

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1. Evaluators must clearly identify exemplary performance as well as deficiencies in performance.
 2. Evaluators are encouraged to use supplementary means of assessing and documenting performance in addition to the state performance standards, assessment rubrics, and evaluation instruments, including, but not limited to, additional formal observations, informal observations, conferences, reviews of lesson plans and grade books, interactions with the employee, plans of growth or improvement, and any other accurate indicators of performance.
 3. Student performance and growth data will be considered as a part of the evaluation of licensed personnel, as provided in the assessment rubric for the class of employees under evaluation. For teachers, such data shall include student performance as measured by the statewide growth model for educator effectiveness or as otherwise authorized by the State Board of Education and approved by the local board.
 4. Peer observations of teachers with fewer than three consecutive years of experience must be conducted as required by law using the evaluation instrument and process established by the State Board and must be considered by the school administrator in evaluating teacher performance.
 5. Supervisors and principals should facilitate open communication with employees about performance expectations.
 6. An employee who is unclear about how performance is being assessed or who desires additional evaluation opportunities should address these issues with his or her immediate supervisor.
 7. Evaluators will be held accountable for following the evaluation system and all applicable state guidelines on the evaluation of employees.
 8. Evaluation data will be submitted to the central office personnel file in accordance with state law and policy 7820, Personnel Files.
 9. Evaluation data ~~may~~ **will** be used in making ~~employment~~ decisions, ~~including decisions~~ related to contract renewal (see policy 7410, Teacher Contracts, policy 7425, School Administrator Contracts, and policy 7950, Non-Career Status Teachers: Nonrenewal). **Evaluation data also may be used in making other employment decisions, including those related to** reassignments or transfers (see policy 7440, Assignments/Reassignments/Transfers), professional and staff development (see policy 1610/7800, Professional and Staff Development), suspension, demotion, or dismissal (see policy 7930, Professional Employees: Demotion and Dismissal), and reduction in force (see policy 7920, Reduction in Force: Teachers and School Administrators).

89 Employment decisions may be made by the board and administrators for reasons that
90 were not addressed through ~~regardless of whether evaluators have followed the~~
91 evaluation system, so long as there is a legally sufficient basis for the decisions.
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93 10. The superintendent and all evaluators are encouraged to develop ways to recognize
94 distinguished performance and to capitalize on the abilities of such exemplary employees
95 in helping other employees. The superintendent and evaluators are encouraged to involve
96 employees in developing these processes.
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98 The superintendent shall develop any other necessary procedures and shall provide training, as
99 necessary, to carry out the board's directives and to meet state requirements.
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101 Legal References: G.S. 115C-47(18), -286.1, -325, -333, -333.1, -333.2; State Board of
102 Education Policies EVAL-004 through -006, EVAL-022, EVAL-025 through -031
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104 Cross References: Professional and Staff Development (policy 1610/7800), Teacher Contracts
105 (policy 7410), School Administrator Contracts (policy 7425),
106 Assignments/Reassignments/Transfers (policy 7440), Plans for Growth and Improvement of
107 Licensed Employees (policy 7811), Personnel Files (policy 7820), Reduction in Force: Teachers
108 and School Administrators (policy 7920), Professional Employees: Demotion and Dismissal
109 (policy 7930), Non-Career Status Teachers: Nonrenewal (policy 7950)
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111 Adopted: April 18, 2016
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113 Revised: November 21, 2016; March 5, 2018; July 18, 2022; [DATE]