

**CONTINUOUS IMPROVEMENT PROCESS
FOR PROFESSIONAL EMPLOYEES
PROFESSIONAL EDUCATOR EVALUATION SYSTEM**

FILE: GCN/AFC

Knowing that optimum student learning is the direct result of excellent teaching, the Transylvania County Board of Education supports a process that focuses on ~~the~~ continuous improvement education and evaluation of professional educators. ~~With this belief~~ To this end, the Board of Education's Continuous Improvement Professional Educator Evaluation System for professional employees will use the Baldrige Criteria to achieve the goals promulgated in the district's Strategic Plan **comply with all applicable rules and regulations adopted by the State Board of Education.**

~~The Transylvania County Board of Education's Continuous Improvement System will review the efforts of all professional employees annually. The Continuous Improvement System will be data driven using individual, school, and district level improvement plans to review overall progress towards stated goals.~~

~~The Continuous Improvement System will review the job performance of three distinct groups of certified personnel: (1) Non-Career Teachers, (2) Career and Select Probationary Teachers, and (3) Building and District Level Administrators.~~

In addition to the foregoing, the overall training and evaluation of professional educators shall include the following factors and principles:

- The Superintendent can place a professional educator on an Action Plan with just cause with written notification at any time during the school year.
- A professional educator's adequate or inadequate performance is based upon all of their actions undertaken within the course and scope of their employment. In all employment actions, the Superintendent and/or principal will give consideration to all written commendations, accolades, warnings, directives, and/or other documentation in the professional educator's personnel file.
- Principals are encouraged to direct teachers to appropriate educational and/or training opportunities to address any identified teaching weaknesses on a case-by-case basis.
- Nothing herein shall limit in any way the right of the Superintendent to take immediate disciplinary action, up to and including a recommendation for termination, when necessary.

APPROVED BY BOARD
AND EFFECTIVE 3/7/88

REVISED 12/17/90

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