

**PROFESSIONAL EDUCATOR EVALUATION SYSTEM****FILE: GCN/AFC**

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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 education and evaluation of professional educators. To this end, the Board of Education's Professional Educator Evaluation System for professional employees will comply with all applicable rules and regulations adopted by the State Board of Education.

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 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 shall 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****REVISED 9/9/96****REVISED 12/10/97****REVISED 6/4/01****REVISED \_\_\_\_\_**