

1 Knowing that optimum student learning is the direct result of excellent teaching, the  
2 Transylvania County Board of Education supports a process that focuses on the continuous  
3 education and evaluation of professional educators. To this end, the Board of Education's  
4 Professional Educator Evaluation System Process for professional employees will comply with  
5 all applicable rules and regulations adopted by the State Board of Education.  
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7 In addition to the foregoing, the overall training and evaluation of professional educators shall  
8 include the following factors and principles:  
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- 10 • The Superintendent can place a professional educator on ~~an Action Plan~~ a Directed  
11 Growth Plan with just cause with written notification at any time during the school year.  
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- 13 • A professional educator's performance is based upon all of their actions undertaken  
14 within the course and scope of their employment. In all employment actions, the  
15 Superintendent and/or principal will give consideration to all written commendations,  
16 accolades, warnings, directives, and/or other documentation in the professional  
17 educator's personnel file.  
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- 19 • Principals shall direct teachers to appropriate educational and/or training opportunities to  
20 address any identified teaching weaknesses on a case-by-case basis.  
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- 22 • Nothing herein shall limit in any way the right of the Superintendent to take immediate  
23 disciplinary action, up to and including a recommendation for termination, when  
24 necessary.  
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27 APPROVED BY BOARD  
28 AND EFFECTIVE 3/7/88  
29 REVISED 12/17/90  
30 REVISED 9/9/96  
31 REVISED 12/10/97  
32 REVISED 6/4/01  
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34 REVISED \_\_\_\_\_