

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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28 AND EFFECTIVE 3/7/88
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