

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~~ **Licensed Employee** Evaluation Process for ~~professional employees~~ will
5 comply with all applicable rules and regulations adopted by the State Board of Education.
6 **School administrators responsible for evaluating licensed employees shall comply with all state**
7 **requirements with regard to the type and frequency of evaluation.**
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9 **Teachers who have been employed by the Board for at least three consecutive years, and are not**
10 **assigned to a school designated as "low performing," shall be observed by the principal or**
11 **designee at least three times annually and at least once by a teacher annually. The principal shall**
12 **conduct an evaluation of these employees at least once annually. All teachers with a four-year**
13 **contract or who have obtained career status, that are not assigned to a school designated as "low**
14 **performing" shall be evaluated at least once annually.**
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16 In addition to the foregoing, the overall training and evaluation of professional educators shall
17 include the following factors and principles:
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- 19 • The Superintendent can place a ~~professional educator~~ **licensed employee** on a ~~Directed~~
20 **Growth Plan or Mandatory Improvement Plan** with ~~just cause~~ with written notification at
21 any time during the school year.
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- 23 • A ~~professional educator's~~ **licensed employee's** performance is based upon all of their
24 actions undertaken within the course and scope of their employment. In all employment
25 actions, the Superintendent and/or principal will give consideration to all written
26 commendations, accolades, warnings, directives, and/or other documentation in the
27 ~~professional educator's~~ **licensed employee's** personnel file.
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- 29 • Principals shall direct teachers to appropriate educational and/or training opportunities to
30 address any identified teaching weaknesses on a case-by-case basis.
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- 32 • Nothing herein shall limit in any way the right of the Superintendent to take immediate
33 disciplinary action, up to and including a recommendation for termination, when
34 necessary.
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