

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 Licensed Employee Evaluation Process will comply with all applicable rules and regulations adopted by the State Board of Education. School administrators responsible for evaluating licensed employees shall comply with all state requirements with regard to the type and frequency of evaluation.

Teachers who have been employed by the Board for at least three consecutive years, and are not assigned to a school designated as "low performing," shall be observed by the principal or designee at least three times annually and at least once by a teacher annually. The principal shall conduct an evaluation of these employees at least once annually. All teachers with a four-year contract or who have obtained career status, that are not assigned to a school designated as "low performing" shall be evaluated at least once annually.

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 licensed employee on a Growth Plan or Mandatory Improvement Plan with written notification at any time during the school year.
- A licensed employee'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 licensed employee'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  
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