

## STAFF EVALUATION AND SUPERVISION POLICY

In RSU 19, staff evaluation and supervision are based upon a strong foundation of support. All monitoring and observation of teacher professional performance are done openly and with the full knowledge of the teacher. All observations and evaluation of RSU 19 teachers will be carried out in accordance with the terms of Article IV--Teacher Evaluation, as outlined in the comprehensive contract between the Board of Directors and the Teachers Association.

As noted in this policy, the purposes of Teacher Evaluation in RSU 19 shall be to

1. improve the performance of individual staff members.
2. serve as a basis for teacher-supervisor conferences as it relates to the total program.
3. recognize effective teaching practices.
4. serve as a basis for contract renewal.

Results of all evaluations shall be kept in confidential personnel files maintained at the Superintendent's office.

The RSU 19 Board of Directors believes in the concept that a strong support system should be in place to assist teachers who, through the evaluation process, are found to have a skills deficiency in some area of professional performance. The support system will include supervisory assistance. It could also include peer coaching, staff development experiences, and course work. Effort will be made to help a teacher with a skills deficiency to remediate that skill.

Legal Reference: 20-A MRSA §§ 1055, 13802  
Ch. 125 §§ 4.02(E)(3), 8.08 (ME Dept. of Ed. Rule)