

**DE SOTO AREA SCHOOL DISTRICT**

538

PROFESSIONAL STAFF EVALUATION

The administrative staff shall continuously assess the services of the professional personnel, consistent with established procedures and provisions of the collective bargaining agreement.

Formal probationary and "At Risk" teacher evaluations are to be completed by January 1 by the immediate supervisor or principal and forwarded to the District Administrator.

Evaluation procedures are established in the District Evaluation Handbook.

Philosophy of Evaluation

The District believes evaluation is essential for professional growth, personnel decisions, and improvement of instruction. Throughout the evaluation process, trust and confidence between the evaluator and teacher must be developed and maintained.

An effective evaluation process should identify strengths and weaknesses, develop improvement plans, and ensure that needed resources are available. The District also believes immediate feedback is essential to an effective evaluation process. It is the duty of the evaluator to be supportive, to recognize individual differences, to counsel and to provide the teacher with maximum opportunity for growth.

LEGAL REF.: Section 121.02(1)(q) Wisconsin Statutes  
PI 8.01(2)(q), Wisconsin Administrative Code

CROSS REF.: 538-Rule(1), Teacher Performance Evaluation  
Procedures  
538-Rule(2), Intensive Assistance Plan  
538-Exhibit(1), Summative Observation Tool  
538-Exhibit(2), Evaluation Process Flow Chart  
110, Educational Philosophy  
310, Philosophy of Instruction  
DEA Agreement

APPROVED: May 14, 1996

REVISED: April 14, 2008

---