

**BOARD OF TRUSTEES
CARSON CITY SCHOOL DISTRICT**

**POLICY No. 315
CERTIFIED STAFF**

EVALUATION OF POST-PROBATIONARY TEACHERS

The Board recognizes the importance of implementing a program of staff evaluation in accordance with State law for the purpose of promoting professional growth and improving services to students to the end that student performance may be improved and individual employee accountability for the accomplishment of district goals and objectives insured.

The objectives of the district evaluation plan for post-probationary instructional personnel are:

- a. to identify skills, attitudes, abilities, and resources which can lead to the achievement of district goals;
- b. to improve and reinforce the skills, attitudes, and abilities which enable an employee to be effective in achieving district goals; and
- c. to identify and remediate weaknesses which prevent an employee from achieving the goals of the district.

The evaluation of post-probationary teachers shall consist of the observation of each such employee in the performance of assigned duties by an appropriate supervisor in accordance with state law, a pre and post conference as agreed upon by the teacher and administrator, and the written evaluation of both the employee's total performance as an employee of this district, a copy of which shall be received by the teacher not later than 15 days after the last observation.

Reference: NRS 391.3125

Adopted: August 29, 1979

Revised: November 12, 1985