

**BOARD OF TRUSTEES
CARSON CITY SCHOOL DISTRICT**

**POLICY No. 314
CERTIFIED STAFF**

TEACHER PROBATION AND EVALUATION

The Board believes that quality teaching is of critical importance to a sound educational program and that thorough and regular appraisal of teaching and performance is crucial to improving the total educational process.

Probation

Except as otherwise provided by NRS 391, the initial year of service for all new licensed personnel shall continue a probationary period which may be extended if circumstances warrant at the discretion of the Board of Trustees upon the recommendation of the Superintendent as provided for in NRS 391.

Evaluation

The evaluation of licensed personnel has as its primary objectives the strengthening of the instructional program and the improving of the ultimate effectiveness of teacher performance. In order to achieve this objective, all licensed personnel shall be evaluated at regular intervals pursuant to NRS 391.

It shall be the responsibility of the Superintendent and the Associate Superintendent of Human Resources, following consultation with and involvement of elected representatives of the teachers or their designees, with the approval of the Board of Trustees, to develop procedures for the evaluation of licensed personnel. In the event of an impasse in the development or implementation of evaluation procedures, the Board of Trustees reserves the authority to resolve the impasse to the Board's satisfaction.

Ref: NRS 391.311 through NRS 391.197, Regulation 314

Adopted: September 7, 1977
Revised: November 12, 1985
December 13, 1994