



## TEACHER EVALUATION

### I. PURPOSE

The purpose of this policy is to increase student learning and success through a process of teacher evaluation and professional development which will improve and support qualified teachers and effective teaching practices.

### II. POLICY STATEMENT

Nextide Academy will develop and implement a teacher evaluation and peer review process as by INACOL Teaching Standards to improve student learning and success.

### III. POLICY

In order to fulfill the purpose of this policy and consistent with the Policy Statement, the annual teacher evaluation and peer review process must, contain the following elements at a minimum:

A. Establishment of an individual growth and development plan, a peer review process, the opportunity to participate in a professional learning community and at least one summative evaluation performed by a qualified and trained evaluator such as a school administrator. For the years when a teacher is not evaluated by a qualified and trained evaluator, the teacher must be evaluated by a peer review. The teacher evaluation will be created based on professional teaching standards.

B. Staff development activities must be synchronized with the teacher evaluation process and teachers' evaluation outcomes.

C. Mentoring and induction programs may be include in the teacher evaluation process.

D. Qualified and trained evaluators such as school administrators will perform summative evaluations.

E. Nextide Academy will discipline teachers not making satisfactory progress in the teacher improvement process, including, but not limited to termination of employment.

F. Evidence for professionalism:

- Record of participation in extracurricular activities and events
- Record of professional development taken or given
- Examples of collaborative work with peers
- Parent Communication Log
- Communication with students, families, colleagues and community

### IV. CLASSIFICATION OF EVALUATION DATA

Data on individual teachers' evaluation results are personnel data.