

SCOTLAND BOARD OF EDUCATION
Board Policy

Administration

Evaluation of Administrative Personnel

The Superintendent will evaluate annually the performance of all administrative personnel directly responsible to her/him and make recommendations regarding their employment and salary status to the Board of Education. Such evaluation will be accomplished through the adoption and use of the State model "SEED" (Connecticut's System for Educator Evaluation and Development), or an approved hybrid of SEED, or a District-proposed alternative evaluation and support plan which fulfills the state guidelines.

Evaluations of administrators shall be conducted in accordance with the guidelines adopted by the State Board of Education under C.G.S. 10-151b, as amended, and the educator evaluation and support program developed through mutual agreement and with the District's Professional Development and Evaluation committee. Further claims of failure to follow such guidelines shall be subject to the grievance procedure in collective bargaining agreements negotiated subsequent to July 1, 2004.

The Board shall evaluate the Superintendent at least once a year. It is the responsibility of the Board of Education to maintain and improve the quality of administration and instruction in the public school system. In this regard, the Board will formally evaluate the Superintendent each year in accordance with guidelines and criteria mutually determined and agreed to by the Board and the superintendent.

Through the evaluation of the Superintendent, the Board will strive to accomplish the following:

1. Clarify for the Superintendent her/his role in the school system as seen

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by the Board;

2. Clarify for all Board members the role of the Superintendent in light of her/his job description and the immediate priorities among the responsibilities agreed upon by the Board and the superintendent;
3. Develop harmonious working relationships between the Board and the Superintendent; and
4. Provide effective administrative leadership for the school system.

(cf. 2140 – Superintendent of Schools, 4115- Evaluation)

Legal References: Connecticut General Statutes

10-151a Access of Teacher to supervisory records and reports in personnel file.

10-151b Evaluation by superintendents of certain education personnel. (Amended by P.A. 04-137, an Act Concerning Teachers' Evaluations and P.A. 12-116 an Act Concerning Educational Reform)

10-151c Records of teacher performance and evaluation not public records

10-157 Superintendents: Relationship to local or regional Board of Education; written contract for employment; evaluation of Superintendent by board of Education

10-220 a(b) In-service training. Professional Development. Institutes for educators. Cooperating and beginning teacher programs, regulations.

Connecticut Guidelines for Educator Evaluation, adopted by the State Board of Education, June 27, 2012.

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Connecticut's system for Educator Evaluation and Development (SEED) state model evaluation system.

"Flexibilities to guidelines for Educator Evaluation" adopted by Connecticut State Board of Education, February 6, 2014.

P.A. 13-145 An Act Concerning Revisions to the Education Reform Act of 2012.