

**Evaluation****Certified Staff**

The Board of Trustees with the assistance of the County Superintendent shall develop evaluation procedures for teachers. All new teachers shall be observed at least three times and evaluated at least once in their first year. All non-tenured teachers shall be observed twice and evaluated at least once each school year. All tenured teachers shall be evaluated at least once every three years and participate in professional goal-setting with the County Superintendent on a yearly basis. Annual professional goal-setting shall include observations as needed.

**Classified Staff**

Each classified employee shall be evaluated as needed, but no less than once every three years.

**Policy History:**

Adopted on: 2008-09

Revised on: 10-21-2013

Revised on: 01/28/19