

Staff Evaluation

- A. **The NJSBA believes** that boards of education have a fundamental responsibility to set policies establishing a comprehensive system of performance evaluation for all staff and a process of assessing the effectiveness of evaluation procedures.
- B. **The NJSBA believes** that, to assure that their evaluation procedures stimulate and maintain improved teaching performance, boards of education should set a high budgetary priority to provide the resources needed for implementing an effective evaluation system. These resources should include support for an adequate staffing level of capable evaluators as well as continuing educational opportunities for all staff. *[Authority: DA 5/72-CR (Staff Evaluation), DA 11/96-SR, DA 5/02-SR, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR, DA 11/21-SR]*

Evaluation of Tenured Teachers

The NJSBA believes that evaluation of tenured teachers should be conducted at least once a year according to criteria developed after consultation with tenured staff. These criteria should include, but not be limited to: evidence of student progress and teachers' progress towards recommended objectives for improvement noted in their individual professional improvement plans. *[Authority: DA 12/77-CR (Teacher Tenure), DA 11/96-SR, DA 5/02-SR, DA 11/06-SR, DA 11/11-SR, DA 12/16-SR, DA 11/21-SR]*

Cross References: 4110 Tenure
4111 Recruitment, selection and hiring
4112.2 Certification

Key Words: evaluation, Professional improvement