

Management, Supervisory and Confidential Personnel

Administrative Competence in Evaluation

The Governing Board believes the Superintendent is competent to evaluate the instructional staff based on his/her meeting the following criteria:

1. Possession of a valid administrative credential.
2. Knowledge of evaluative techniques and procedures.
3. Competency in instructional methodology.
4. Participation, at least once a year, in inservice activities with emphasis on evaluation, supervision and instruction.

This policy shall be reviewed annually by the Board.

Legal Reference:

EDUCATION CODE

33039 State guidelines for teacher evaluation procedures

35160.5 Requirement of district policies for competency of personnel assigned to evaluate

35171 Availability of rules and regulations for evaluation of performance

44660-44665 Evaluation and assessment of performance of certificated employees

GOVERNMENT CODE

3543.2 Scope of representation (re evaluation procedures)

Policy  
adopted: December 1990

NORRIS SCHOOL DISTRICT  
Bakersfield, California

Management, Supervisory and Confidential Personnel

Administrative Competence in Evaluation

Criteria for certification of qualified evaluators will include but not be limited to:

1. Possession of a valid administrative credential.
2. Demonstrated understanding of district adopted curriculum priorities, policies and practices; including development, implementation and evaluation.
3. Demonstrated understanding of district adopted standards on student progress.
4. Demonstrated competence in instructional methodologies.
5. Understanding of district adopted policies and procedures for personnel supervision, performance evaluation and staff development.
6. Demonstrated skills in supervision of instruction.
7. Demonstrated skills in techniques and procedures of evaluation of instruction.

Procedures Leading to Evaluation Certification

The Superintendent shall:

1. Identify individual evaluators.
2. Determine that the following qualifications for certification have been met.
  - a. Possession of a valid administrative credential.
  - b. Existence of appropriate district adopted policies and procedures.
  - c. Competencies in instructional methodologies. (See Exhibit 4315.1)
  - d. Competencies for supervision of instruction. (See Exhibit 4315.1)
  - e. Techniques and procedures for evaluation of instruction. (See Exhibit 4315.1)
3. Assess individual evaluator's demonstration of competencies.

Administrative Competence in Evaluation (continued)

4. Develop a professional improvement program for/with each evaluator.
5. Implement professional improvement programs.
6. Develop and implement system for monitoring each evaluator's skills and progress.
7. Recommend to the Governing Board those administrators who in his/her opinion qualify for evaluation certification.