

EVALUATION OF TEACHERS AND COUNSELORS

The Board of Education evaluates teachers and counselors in accordance with State law and the standards-based evaluation frameworks adopted by the State Board of Education. The Board of Education requires District personnel to follow this standards-based evaluation policy in conformance with the frameworks for the evaluation of teachers and counselors as developed and amended by the State Board of Education under O.R.C. §§ 3319.112 and 3319.113. In addition, the Board of Education requires District personnel to abide by State Board of Education administrative guidelines or rules, if any, that regulate the evaluation of teachers and counselors.

The Board directs the Superintendent to implement this policy in accordance with State law and the applicable collective bargaining agreement. Evaluation results will be used to inform the Board of Education and District administrators when making retention and promotion decisions, if any, and for the removal of poorly performing teachers and counselors. Such decisions shall be made in accordance with other Board policy provisions and the applicable collective bargaining agreement. However, seniority shall not be the basis for a decision to retain a teacher or counselor, except when making a decision between teachers or counselors who have comparable evaluations.

In regard to teachers, the requirements of this policy prevail over any conflicting provisions of a collective bargaining agreement entered into on or after September 24, 2012. As for counselors, the requirements of this policy prevail over any conflicting provisions of a collective bargaining agreement entered into on or after September 29, 2015.

LEGAL REFS.: O.R.C. §§ 3319.11; 3319.111; 3319.112; 3319.113; 3319.114; 3319.16;
3319.17; 3319.22; 3319.58; 3319.61
O.R.C. Chapter 4117
OAC 3301-35-05

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