EVALUATION OF PROFESSIONAL STAFF

I. The purposes of personnel performance evaluation in Talbot County Public Schools are to improve instruction and related services; and, to ensure that all employees are competent in their assignments.

II. We believe that specific help for personnel and reasonable procedures are to be expected of those who evaluate, supervise, or administer our system of evaluation.

III. We believe that through effective evaluation of personnel Talbot County Public Schools will be able to provide quality educational services.

IV. The following statements detail the specific purposes of evaluation:

- to improve instruction and related services
- to insure that students are served by competent and empathetic personnel
- to make decisions regarding tenure or job placement
- to assist in identifying outstanding personnel
- to assess strengths and weaknesses of teachers, administrators and support personnel

V. The Board believes in order to achieve the purposes of evaluation it is essential that active and effective procedures be adopted which reflect a commitment to continuous growth and improvement in all employees.

VI. In light if these beliefs the superintendent shall develop and maintain various evaluation programs for all groups of employees. These programs must allow the flexibility and be characterized by certain features as follows:

- regular and systematic supervision
- detailed and timely written and verbal reporting
- individualized design
- confidential reporting and recording

VII. In addition to these features, concerted efforts shall be made to utilize the available talents of various personnel qualified to assess performance, particularly when concern arises relative to the quality of an employee's performance. In such an event multiple assessors shall be utilized including principals, assistant principals, lead teachers, specialists, consultants, supervisory personnel, assistant superintendents, as well as the superintendent.

-END-