

## Educator Evaluation System

With the approval of the revised Basic Education Program (BEP) by the Board of Regents, effective July 1, 2010, the overarching goal of the BEP is clear: continuous improvement of student learning must be the primary reference point for all decision-making, including personnel assignment and evaluation, and “in order to effectively meet these functions, each LEA shall maintain control of its ability to recruit, hire, manage, evaluate and assign its personnel.”<sup>1</sup>

The Bristol Warren Regional School District upholds the principle that an evaluation system must advance quality teaching and learning through the performance assessment of administrators and teachers. The evaluation system must:

- Establish a common understanding of expectations for educator quality
- Emphasize the professional growth and continuous improvement of individual educators
- Create an organizational approach to the collective professional growth and continuous improvement of its educators to support district goals
- Provide quality assurance for the performance of all district educators
- Assure fair, accurate, and consistent evaluations
- Provide district educators a role in guiding the ongoing system in response to feedback and changing district needs
- Provide educators accurate and useful feedback on their performance
- Provide educators the support they need to effectively deliver quality instruction and program that improves student learning

It is the policy of Bristol Warren Regional School District to adopt the Rhode Island Department of Education Educator Evaluation Model implementing the following parameters and safeguards:

- All monitoring or observation of the work performance of a teacher shall be conducted openly and with teacher awareness. It is not the intent that evaluation be a covert undertaking but rather a process that emphasizes professional growth and continuous improvement through consistent and informative feedback.
- Observations of educators shall be followed by personal conferences scheduled at a mutually agreeable time for the purpose of clarifying the observation report and making suggestions for noted areas of improvement.
- All educators shall be provided a copy of their evaluation within five (5) days prior to the submission to the Superintendent of Schools. If the educator disagrees with the evaluation, he or she may submit a written response prior to its

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<sup>1</sup> BEP G-15-2.2(a).

submission to the administration office. Educator comments shall be attached to all copies of the evaluation.

- If an educator believes that the designated evaluator has inconsistently or incorrectly applied the evaluation process, that educator may appeal directly to the Superintendent. The Superintendent will work collaboratively with the District Evaluation Committee to specify the parameters of the appeals process.
- A District Evaluation Committee shall be established, represented by teachers and administrators, to discuss and review the evaluation process, to provide feedback to ensure continuous improvement, to review and analyze system data, to inform and support professional development efforts, and to identify supports for struggling educators.
- If there is a documented concern about educator performance, the educator should be given the opportunity and support to improve his/her performance and an improvement plan should be developed for that purpose.
- A regular evaluation schedule shall be developed by the District Evaluation Committee for the timely and consistent implementation of the evaluation system.
- At the beginning of the school year, educators shall be provided with the name of their evaluator in writing. If a change in evaluator is necessary due to an unavoidable reason such as administrator departure or serious illness, the educator will be informed in writing of the assignment of a new evaluator.

Adopted: January 24, 1994

Revised: February 5, 1996

Revised: June 25, 2012

BRISTOL WARREN REGIONAL SCHOOL DISTRICT, BRISTOL, RHODE ISLAND