

538 TEACHER EVALUATION AND SUPERVISION

The Williams Bay School District Board of Education, to ensure high-quality performance and to advance the district's mission, goals, programs, and services requires an annual review and/or regular evaluation of each employee.

Evaluations of Professional Educators are intended to provide feedback to help employees improve their practice and optimize student academic achievement. Evaluations are also used for accountability purposes to determine if Educators are attaining the high expectations for professional conduct, skills, and effectiveness that exist in the Williams Bay School District.

Professional staff evaluations shall be based on Board-approved written job descriptions and be conducted following state law and established procedures. Building principals shall have the primary responsibility for observing and evaluating professional staff performance.

Evaluations are not limited to the data or information gathered from observations in learning environments. Multiple sources of data and documentation regarding all of the expectations of a professional educator may be included in both formative and summative evaluation materials. Demonstrations, portfolios, evidence of student growth through performance/assessments, walk-through data, artifacts, self-review, peer-review, and/or other evidence of improved student learning resulting from best instructional practice in research-based learning domains may all contribute to educator evaluations. The administration is authorized to implement additional evaluation procedures for personnel in need of additional or alternative evaluation in addition to the evaluation program.

The object of all supervision is to help teachers evaluate their teaching techniques, assisting them where possible, but more importantly, having teachers analyze their classroom procedures in line with sound educational objectives.

The purpose of the Teacher evaluation program is to:

- Strive for the improvement of the total District program.
- Stress the importance of personal improvement and growth on the part of the individual professional staff members so that each student may be provided a quality education.
- Give the professional teacher the recognition he/she deserves.
- Ensure the continuous improvement of administrative and supervisory services provided by professional staff members.

- Evaluate the renewal or non-renewal of individual contracts and assist in staff assignments.
- To keep a record of classroom evaluation that may be utilized to provide support when unfair criticisms are made against a teacher.

LEGAL REFERENCE: Wisconsin Statutes, Section 121.02 (1)(q), Wisconsin
Administrative Code PI 8.01 (2)(q)

CROSS-REFERENCE: Professional Staff Job Descriptions

APPROVED: March 10, 2003

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