

SUPERVISION/EVALUATION OF THE TEACHING STAFF

A continuous program for teacher and administrator supervision/evaluation will be established by the superintendent. The goal of the supervision/evaluation program is to assure a high quality of teaching performance.

Supervision/evaluations will provide feedback to teachers noting strengths and areas needing improvement. The primary purpose of the supervision/evaluation program is designed for improvement of instruction and student learning.

Teachers will be evaluated based on the requirements contained in the South Dakota Teacher Effectiveness Model, and include, at a minimum, the following components:

1. Evaluators have the discretion to examine and select components most critical to advancing District and building goals, provided that each evaluation shall contain a minimum of eight components, including at least one component from each domain.
2. Probationary teachers will be formally observed at least twice per year, and a report on the observations generated, unless their date of hire precludes a second observation. Informal observations, evaluations and walk-throughs will be completed as determined by the evaluator and as time allows. Three walk-throughs (with documented feedback) will be equivalent to a formal evaluation at the discretion of the evaluator. The report regarding the initial observation will be based solely on a professional practice rating.
3. Continuing contract teachers will be formally observed and evaluated at least once every two school years. Informal observations, evaluations and walk-throughs will be completed as determined by the evaluator and as time allows.
4. All South Dakota school districts must use multiple measures to determine and differentiate teacher effectiveness. The evaluation process must rely on qualitative and quantitative evidence and be based on measures of both professional teaching practice and student growth.
5. Pursuant to state law, any record or document, regardless of physical form, created by the District in connection with the evaluation of certified staff constitutes personnel information and is not open to inspection or copying.

Adopted	<u>October 13, 1986</u>	Revised	<u>June 11, 1990</u>
Revised	<u>April 5, 1993</u>	Revised	<u>August 4, 1997</u>
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