

BARNSTEAD SCHOOL DISTRICT
Evaluation of Professional Staff - Administration

The purpose of appraising the performance and effectiveness of administrators is to promote improvement in the administrative function, to recognize exceptional professional performance, and ultimately to bring continued improvement in the teaching-learning process in the district schools.

Each administrator's performance and effectiveness will be assessed within the scope of that person's area of responsibility, and individual performance goals.

Major areas of responsibility in which individuals may be appraised are established in their job descriptions. Such areas include: curriculum and instruction, staff relations, pupil relations, fiscal management, building management, program management, school-community relations, supportive services, professional growth plans, and other system-wide responsibilities.

Individual performance objectives will be agreed to by the appraiser and appraisee, and will relate to school board goals and objectives, area of responsibility and/or personal growth.

The appraisal (evaluation) method shall be devised by the Superintendent for review and approval by the Board. At a minimum, the evaluation method should consist of a written evaluation of the Administrative staff's current performance in each area of responsibility, identification of areas of weakness and/or deficiency and the creation by the Administration of performance goals in all areas of responsibility as well as reasonable timelines to cure weaknesses/deficiencies.

As a result of the above process, the Administrator will make recommendations concerning the continued employment of each administrator.

(Adopted: 09/15/81)

(Reconsidered: 08/03/99)

(Amended: 09/07/99)

(Amended: 01/11/05)