

PATTONVILLE SCHOOL DISTRICT

EPS Code: GCN

District Code:

**Performance-Based Evaluation
Philosophy Statement**

Teacher evaluation is an ongoing and essential part of the total instructional program. The primary purpose of the evaluation process is to enhance student learning through the improvement of instruction. The process for professional improvement includes: identifying performance expectations; documenting performance; conferring about performance; and developing plans to improve performance. The secondary purpose is to provide for fair and objective employment decisions.

The performance-based evaluation process provides opportunities for every professional to develop his or her potential. It is a constructive process which includes an assessment of performance. The evaluation criteria are observable, definable and directly related to job performance expectations.

An effective evaluation system is contingent on the cooperation and commitment of the district staff, administrators and board of education to provide the time, staff development and resources necessary for implementation.

Legal Refs.: §168.128 RSMo., 1991

Adopted: June 30, 1981
Revised: June 11, 1985
Revised: July 7, 1992
Revised: December 11, 2001