

**- CERTIFIED PERSONNEL -****Evaluation**

The superintendent shall delegate the responsibility of supervision for improvement of instruction to those persons who have been identified for the task within the organizational structure. All staff shall be informed of the name of their immediate supervisor. The goal of supervision shall be to maximize employee capabilities in the pursuit of educational excellence.

The performance of teachers who have attained continuing contract status shall be evaluated at least once every three (3) years. Non-tenured teachers and all administrators shall be evaluated annually. ~~All classified staff shall be evaluated annually during the initial four (4) years of employment and at least once every three (3) years thereafter.~~ Evaluations shall recognize the individual contributions of employees and shall address the need for accountability within the district.

The purposes of the evaluation system shall be to: improve instruction, provide a measure of performance accountability to citizens, provide encouragement and incentive for employees to improve performance, and support individual personnel decisions.

The procedures for such evaluations shall be established and implemented by the superintendent in accordance with state statute/regulations. Evaluations, along with any response materials an individual employee wishes to submit, will become a part of the employee's personnel record.

**REFERENCES:**

[KRS 156.557, 704 KAR 003:345](#)

[OAG 92-135](#), Thompson v. Board of Educ., Ky., 838 S.W.2d 390 (1992)

**RELATED POLICIES:**

02.14

03.15

03.16

Adopted/Amended: 01/01/1900

Order #: