

EVALUATION

Administrators are responsible for the evaluation of designated district employees in accordance with procedures described by the bargained agreements, personnel practices and procedures or state law. All evaluations are completed by a trained evaluator, signed by the employee and submitted to the Chief Officer of Human Resources & Equity, pursuant to criteria established by the Superintendent and the Board of Directors for placement in personnel file.

Beginning teachers shall serve a probationary period as set forth in the Code of Iowa, bargained agreements or personnel practices and procedures. A probationary teacher or administrator must achieve a "Meets Standards" evaluation by the end of the probationary period.

The goal of the formal evaluation process is to improve the education program, maintain employees who meet or exceed performance standards and to ascertain the areas in need of improvement.

Master Agreement Ref.: Waterloo Education Association, Article XIV

Legal Ref: Aplington Community School District v. PERB, 392 N.W.2d 495 (Iowa 1986).
Saydel Education Association v. PERB, 333 N.W.2d 486 (Iowa 1983).
Iowa Code 279.8, .21-.23A.
281 I.A.C. 12.3(3); ch 83.

Cross Ref: 408.2 Probational Status Of Teachers

ADOPTED: 12/11/72
2/14/77
12/12/83
6/11/90
8/28/00
4/26/10
5/9/16

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