

**Full Evaluation for Teachers and Administrators**

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**Philosophy**

SSD agrees with the importance of evaluating teachers and administrators based, in part, on student growth, and SSD evaluates teachers and administrators using the statewide evaluation system established by BESE regulations.

SSD also recognizes the need and responsibility to hold teachers and administrators accountable for responsibilities that are part of teaching and school administration, and which may be unique to working in SSD schools and programs, but are not part of the statewide evaluation system. SSD, therefore, creates a full evaluation system that includes the requirements of the statewide evaluation system and supplements it with additional performance factors.

**Policy**

Teachers and administrators who are evaluated using the statewide system will also be rated on other Professional Conduct factors, as set forth in the job description.

The Professional Practice rating will be worth 1/3 of the full evaluation rating; the Student Growth rating will be worth 1/3 of the full evaluation rating; and the Professional Conduct rating will be worth 1/3 of the full evaluation rating.

**Grievance**

Teachers and administrators who wish to grieve the evaluation of Professional Conduct shall follow the grievance process established for the statewide evaluation system.