

TEACHER EVALUATION

Evaluation will serve a dual purpose:

1. To provide a sound basis for teaching improvement.
2. To provide an objective measure of teacher effectiveness.

The evaluative instrument of the Fairhaven Public Schools shall include personality factors, professional attitudes and teacher performance, pupil growth, interstaff and community relationships. In order to be recommended for continued employment, a teacher must be evaluated as satisfactory in each of these areas.

The building principal has a primary responsibility for teacher evaluation and recommendation. However, the teacher shall be directly involved in these evaluations. All monitoring or observation of the work performance of the teacher will be conducted openly and with full knowledge of the teacher. The use of eavesdropping, public address, or audio systems, and similar surveillance devices shall be strictly prohibited. Teachers shall be given a copy of any evaluation report prepared by their superiors for insertion into their personnel file and will have the right to discuss such a report with their superiors.

Teachers will have the right, upon request, to review the contents of the personnel file by appointment within a reasonable time.

No material derogatory to a teacher's conduct, service, character, or personality will be placed in his personnel file, unless the teacher has had an opportunity to review the material. The teacher will acknowledge that he has had the opportunity to review such material by affixing his signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The teacher will also have the right to submit a written answer to such materials, and his answer will be reviewed by the Superintendent and the Principal, each of whom will affix their signature to the copy to be filed, with the express understanding that such signature in no way indicates agreement with the contents thereof. Said answer shall be attached to the original materials in the file. (Article XIII, Unit A Contract)

Approved: November 9, 1960

Revised: September ²⁷ 1969