

**EVALUATION OF PROFESSIONAL STAFF - TEACHERS**

The Board expects its administrative and supervisory staffs to exert every possible effort to help and to encourage teachers in developing their teaching personalities and instructional abilities to an optimum degree. The results of a teacher's efforts will be evaluated in a fair and friendly manner.

The purpose of teacher evaluation shall be to assist teachers to develop and to strengthen their professional abilities. Teacher evaluation shall be a process through which the principal provides guidelines, suggests ways to overcome difficulties, makes commendations, and determines the progress of a teacher's professional performance.

The principal has the responsibility of making a thorough, fair, and objective evaluation of all teachers in his/her building, using the process outlined in the MSAD No. 9 Professional Development Plan. The principal shall have, as the primary purpose for teacher evaluation, the growth of individual members as well as the strengthening of the total school staff.

Formal evaluations shall be made by the principal or other administrative personnel so authorized.

**Adopted:       October 11, 1994**  
**Reviewed:     January 22, 2002**  
**Reviewed:     May 4, 2009**