

**Supervision and Evaluation of Professional Staff
Board of Education
Wrightstown Community School District**

The Board of Education recognizes that effective teaching is the most important element in a sound educational program. The core relationship in the district is between the student and the teacher and forms the basis for successful teaching. The Board of Education also recognizes the importance of performance evaluations for professional staff as a tool to raise the quality of instruction in the classroom, to improve the educational program for the children of our community, to raise the standards of the teaching profession as a whole, to provide the professional recognition an educator deserves, and to aid the staff to grow professionally.

The Board of Education directs the district administrator to establish administrative procedures for supervision and evaluation of all professional staff. These procedures shall:

- Enhance and support the board's philosophy of supervision, evaluation and professional development.
- Include a personal conference with all professional staff to discuss progress against professional goals, professional development opportunities, and accomplishments and strengths of an employee as well as areas for improvement.
- Ensure all professional staff receive a formal performance review as outlined by Professional Development plans.
- Comply with all applicable laws, regulations, and district policies.
- Comply with contract renewal timelines as defined in Wisconsin Statute and any applicable provisions in the negotiated agreement with the professional staff bargaining unit.
- Support the CESA 6 Effective Educator Standards.

Implementation of the supervision and evaluation plan will be supported by staff development for teachers and administrators to ensure that the plan is effective and applied in a fair and objective manner.

Adopted: 12/15/10

Revised: 3/16/2016

Reviewed:

Cross Reference: WI State Statute PI 8.01 (q)(1)(2); 121.02(1)(q)

CESA 6 Effective Educator Standards

Teacher Job Description

Administrative Guidelines for Supervision and Evaluation of Professional Staff