

4004 Evaluations, Discipline and Discharge, Resignations

Performance Evaluations: All teachers and administrators can improve their performance and should strive for excellence in order to provide the best possible education for the students of the School District. To that end, the School District will use a rigorous, transparent and fair evaluation system for all teachers and administrators. This system will comply with Michigan law and include annual year - end evaluations for all teachers and administrators, unless otherwise permitted by Michigan law.

The evaluation system is intended to be used to improve the performance of all teachers and administrators and encourage professional growth. The system is also intended to result in the separation from employment of those teachers and administrators who, after notice and an opportunity to improve, are found to continue to be ineffective. The Superintendent will develop and implement any legally compliant administrative regulations necessary to put this policy into effect.

Performance Based Compensation: The Superintendent will develop for Board review and approval a legally compliant system of performance based compensation.

Ineffective Teachers: Teachers will receive ratings pursuant to the School District's evaluation policy and administrative regulations. Any teacher rated ineffective on a year - end evaluation will be placed on an individualized development plan (IDP). That teacher will be evaluated mid - year during the next school year, in addition to receiving a year - end evaluation. If the teacher continues to be found ineffective after a second year, the School District will act to discharge the teacher, either through termination (if probationary) or the filing of tenure charges (if tenured), unless special circumstances are found to exist.