

# TURKEYFOOT VALLEY AREA SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEE

TITLE PRINCIPLES OF  
EVALUATION

ADOPTED: APRIL 20, 2015

REVISED: FEBRUARY 20, 2006  
FORMERLY 3400

## 412.1 PRINCIPLES OF EVALUATION

1. In establishing guidelines for a system of appraisal which measures teacher effectiveness in terms of the performance of functions that teachers are expected to perform, the Board of School Directors endorses the following principles:
  - a. The ultimate criterion in determining the effectiveness of a teacher shall be based on PDE 82-1, Teacher Effective Model.
2. The purpose of supervision is the improvement of instruction. Supervision is not intended to be synonymous with inspection and evaluation, but rather with guidance and coordination.
3. While the Principals will work with teachers to improve instruction, they shall also be involved with the Superintendent in determining rating for each teacher's performance of duties, effectiveness of teaching, and other classroom results.
4. In the final analysis, the results of evaluative appraisals of teachers, collectively and individually, shall be the basis for administrative efforts to bring about improved instruction.
5. Copies of rating and letters of evaluation shall be placed in each teacher's personnel file and kept in the Superintendent's office along with complying with other regulations.
6. During the initial teachers meeting at the beginning of each year all Professional Employees will be notified that each Professional Employee will be evaluated for the improvement of instruction. (Approved October 10, 1988)

Reviewed 3/12/01

Revised 2/20/06

	Reviewed 3/12/01, 2/20/06, 11/16/09