

## PERSONNEL

### Evaluation Criteria For Certificated Employees

The Board of Directors shall, in accordance with procedure provided in [RCW 41.59.010 through 41.50.170, 41.59.910 and 41.59.920](#), establish evaluative criteria and procedures for all certificated classroom teachers and certificated support personnel. For classroom teachers the criteria shall contain the following categories: Instructional skill; classroom management, professional preparation and scholarship; effort toward improvement when needed; the handling of student discipline and attendant problems; and interest in teaching pupils and knowledge of subject matter. It shall be the responsibility of the principal or his/her designee to evaluate all certificated personnel in his or her school.

The Board of Directors shall establish evaluative criteria and procedures for all superintendents, principals, and other administrators. It shall be the responsibility of the district superintendent or his or her designee to evaluate all administrators. Such evaluation shall be based on the administrative position job description. Such criteria, when applicable, shall include at least the following categories: Knowledge of, experience in, and training in recognizing good professional performance, capabilities and development; school administration and management; school finance; professional preparation and scholarship; effort toward improvement when needed; interest in pupils, employees, patrons and subjects taught in school; leadership; and ability and performance of evaluation of school personnel.

The Board shall follow criteria for evaluations established by the superintendent of public instruction (which may be amended from time to time) as provided in [RCW 28A.405.100](#).

Legal Reference:     [RCW 28A.405.100](#) Minimum Criteria for the Evaluation of  
Certificated Employees, Including  
Administrators--Procedures--Scope--Penalty