

## PHILOSOPHY OF PERSONNEL EVALUATION

The Lansingburgh School District believes that all professional educators seek to provide the best possible learning opportunity for students. We believe that the District educators strive for professional improvement and excellence and should be provided with information, assistance and support which will help them achieve these goals.

The Lansingburgh personnel evaluation system exists to support the District commitment to educational excellence by assisting staff to improve instruction and promote professional growth. These goals can be achieved through a cooperative, continuous and constructive process based on the evaluation of valid performance areas and criteria, which reliably differentiate among performance levels and contribute to the development of mutually agreed upon professional improvement plans.

The evaluation process is a means for recognizing excellent performance and identifying areas needing improvement. To this end it is essential that this evaluation process be based upon trust, confidence and understanding between evaluator and evaluatee. It is the responsibility of all evaluators and evaluatees to be knowledgeable about evaluative criteria as well as appropriate process and procedures, and they must be supportive and sensitive in encouraging performance improvement on the part of all staff.

Adoption date: January 1994