

PERFORMANCE APPRAISAL  
EVALUATION OF CAMPUS ADMINISTRATORS

DNB  
(LOCAL)

<b>Appraisal Training</b>	A written plan shall be developed annually for the training of administrators and supervisors in the components of effective appraisals including accurate, consistent, and evidence-based decision-making skills.
<b>Appraisal Reports</b>	The Superintendent or designee shall review reports annually on completed training and the use of appraisal instruments.
<b>Employment Decisions</b>	<p>When relevant to the decision, written evaluations of a professional employee's performance, as documented to date, and any other information the administration determines to be appropriate shall be considered in decisions affecting contract status.</p> <p>Written evaluations and other evaluative information need not be considered prior to a decision to terminate a probationary contract at the end of the contract term.</p>
<b>Campus Administrators</b>	<p>Each principal shall be evaluated annually by the Superintendent or designee. A component of the principal's performance evaluation shall be priority goals, which shall be jointly developed by the principal and his or her supervisor. One required component of the priority goals shall be the monitoring of the design and delivery of the curriculum as follows:</p> <ul style="list-style-type: none"><li>• Frequent classroom walk-throughs;</li><li>• Review of lesson plans;</li><li>• Formal and informal classroom observations;</li><li>• Application of the teacher appraisal system; and</li><li>• Reflective dialogue.</li></ul>
<b>Summative Appraisal</b>	A campus administrator receiving a rating of unacceptable in two or more domains of the Leadership Evaluation Summary shall be ineligible to receive a pay increase for the following year.
<b>Grievances</b>	Complaints regarding employee appraisal shall be addressed in accordance with DGBA(LOCAL).