

Management, Supervisory, and Confidential Personnel

CERTIFICATION OF COMPETENCE IN EVALUATION

Criteria for certification of qualified evaluators shall include but not be limited to:

1. Possession of a valid administrative credential.
2. Demonstrated understanding of District adopted curriculum, policies, and practices; including development, implementation, and evaluation.
3. Demonstrated competency in instructional methodologies.
4. Understanding of District-adopted policies and procedures for personnel supervision, performance evaluation, and staff development.
5. Demonstrated skills in structured observation.
6. Demonstrated skills in techniques and procedures of evaluation of instruction.

Processes Leading to Certification

1. Identify individual evaluators.
2. Determine District qualifications for certification.
 - a. Possession of a valid administrative/supervisory credential.
 - b. Existence of appropriate District-adopted policies and procedures.
 - c. Adoption of competencies in instructional methodologies.
 - d. Adoption of competencies for structured observation.
 - e. Adoption of techniques and procedures for evaluation of instruction.
3. Verify each individual's demonstration of required competencies.
4. Develop a professional improvement program for/with each evaluator.
5. Implement professional improvement programs.
6. Develop and implement system for monitoring each evaluator's skills and progress.