



## **Chico Unified School District**

1163 East Seventh Street, Chico, CA 95928-5999  
(530) 891-3000

**Board Policy:**

**#4115**

**Section: 4000**

**Personnel**

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### **Certificated Personnel**

#### **EVALUATION/SUPERVISION**

The Governing Board believes that supervision and evaluation can help instructional staff improve their teaching skills and raise students' levels of achievement. Evaluations also serve to hold staff accountable for their performance. The Superintendent or designee shall evaluate the performance of certificated staff members in accordance with law, negotiated employee contracts and Board-adopted evaluation standards.

*(cf. 4141/4241 - Collective Bargaining Agreement)*

*(cf. 4315 - Evaluation/Supervision)*

Evaluations can be used to recognize the exemplary skills and accomplishments of staff and to identify areas needing improvement. When areas needing improvement are identified, the Board expects employees to accept responsibility for improving their performance and encourages them to take initiative to request assistance as necessary, including participation in appropriate staff development and/or individualized teacher support and guidance programs.

*(cf. 4117.4 - Dismissal)*

*(cf. 4117.6 - Decision Not to Rehire)*

*(cf. 4131 - Staff Development)*

*(cf. 4131.1 - Teacher Support and Guidance)*

The Superintendent or designee shall assess the performance of certificated instructional staff as it reasonably relates to the following criteria: (Education Code 44662)

1. Students' progress toward meeting district standards of expected achievement for their grade level in each area of study and, if applicable, towards the state-adopted content standards as measured by state-adopted criterion-referenced assessments

*(cf. 6011 - Academic Standards)*

*(cf. 6162.5 - Student Assessment)*

*(cf. 6162.51 - State Academic Achievement Tests)*

2. The instructional techniques and strategies used by the employee
3. The employee's adherence to curricular objectives
4. The establishment and maintenance of a suitable learning environment within the scope of the employee's responsibilities

With the agreement of the exclusive representative of the certificated staff when applicable, the Superintendent or designee may incorporate objective standards from the National Board for Professional Teaching Standards and/or the California Standards for the Teaching Profession into district evaluation standards.

*(cf. 4119.21/4219.21/4319.21 - Professional Standards)*

*(cf. 4140/4240/4340 - Bargaining Units)*

The evaluation of certificated employee performance shall not include the use of publishers' norms established by standardized tests. (Education Code 44662)

Noninstructional certificated employees shall be evaluated on their performance in fulfilling their defined job responsibilities. (Education Code 44662)

Policy Adopted: 02/27/08; 09/02/15



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*Legal Reference:*

*EDUCATION CODE*

*33039 State guidelines for teacher evaluation procedures*

*35171 Availability of rules and regulations for evaluation of performance*

*44660-44665 Evaluation and assessment of performance of certificated employees (the Stull Act)*

*GOVERNMENT CODE*

*3543.2 Scope of representation*

*UNITED STATES CODE, TITLE 20*

*6319 Highly qualified teachers*

*7801 Definition of highly qualified teacher*

*Management Resources:*

*COMMISSION ON TEACHER CREDENTIALING PUBLICATIONS*

*California Standards for the Teaching Profession, 2009*

*WEB SITES*

*CSBA: <http://www.csba.org>*

*California Department of Education: <http://www.cde.ca.gov>*

*California Commission on Teacher Credentialing: <http://www.ctc.ca.gov>*

*National Board for Professional Teaching Standards: <http://www.nbpts.org>*