

EVALUATION OF PROFESSIONAL STAFF

In order to assure quality teacher performance and advance the instructional effort of the Londonderry School District, the administration will evaluate all professional staff as stated in GCN-R (attached). Regular reports shall be made to the Superintendent of Schools concerning these evaluations. The Superintendent shall prepare recommendations for appointment or non-reappointment of professional staff and present these annually to the School Board between February 1 and March 31.

Professional staff who have not yet completed three full years of service at the time of the superintendent's presentation, shall be considered probationary teachers except in the instance of those staff members who have completed two full years of service in Londonderry (and) who have been under contract for three or more consecutive years in another NH school district.

The School Board intends to recruit the best candidates and retain the most qualified staff in order to provide a quality education for all Londonderry students. In keeping with this objective, there will be on-going appraisal of staff performance which includes:

- A systematic process whereby all staff may increase their effectiveness through access to and utilization of available district resources.
- An opportunity for all staff to analyze their particular strengths and weaknesses – especially as they relate to teaching and learning.
- An opportunity for the administration to analyze the strengths and weaknesses of individual staff members and to use this analysis to assist individuals to improve their performance as it relates to the teaching/learning process and/or to other professional responsibilities.
- Provision of a method to perceive inadequate performance indicators and respond accordingly.
- Provision of a method to recognize superior performance and acknowledge accordingly.
- An opportunity for the professional staff to discuss their contributions to the school system.
- A process by which the administration may make recommendations concerning employment, expectation of continuing contract and/or give other advice to the School Board regarding personnel.

Evaluation of all professional staff will normally be conducted by the Superintendent of Schools and/or his appointed designees.