

## EVALUATIONS

The Blue Oak Charter Council 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.

Each employee will receive periodic performance reviews. The frequency of performance evaluations may vary depending upon the length of service, job position, past performance, changes in job duties, or recurring performance problems.

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, Blue Oak Charter Council 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.

The Executive Director 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 school 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
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.