

STAFF EVALUATION

The Board recognizes that the professional growth and evaluation of individual employees is important to improve the effectiveness and efficiency of the NWESD 189. Staff are expected to perform the duties identified in their contracts and/or job descriptions, in addition to any other reasonable responsibilities that may be assigned or directed by their supervisor.

**Certificated Teachers and Principals/Site Administrators**

Evaluations for certificated teachers and principals/site administrators will be in compliance with the requirements of Chapter 28A.405 RCW. The primary purpose of such evaluations will be to enhance and improve an employee's performance so as to improve student learning.

**Certificated Support Personnel**

"Certificated support personnel" and "certificated support person" mean a certificated employee who provides services to students and holds one (1) or more of the education staff associate (ESA) certificates pursuant to WAC 181-79A-140(5). ESA certification includes: school speech pathologists or audiologists, school counselors, school nurses, school occupational therapists, school physical therapists, school psychologists, and school social workers.

Certificated support personnel are considered non-classroom teachers for purposes of the Professional Growth and Evaluation System and are not subject to the four-level rating system. The performance of certificated support personnel will be evaluated consistent with state law. The purpose of such evaluations will be to improve the employee's performance and alert the employee to any performance deficits or concerns.

**Other Administrative Staff**

The performance of administrative staff other than certificated principals/site administrators as referenced in the section above will be evaluated at least once per year. The purpose of such evaluations will be to improve the employee's performance and alert the employee to any performance deficits or concerns.

**Classified Staff**

The performance of classified staff will be annually evaluated based upon the job description of the specific assignment. The purpose of such evaluations will be to improve the employee's performance and alert the employee to any performance deficits or concerns.

First Reading:

Second Reading: 08/27/84 (as 2280, 4300, 4305, 4310, 4320, 4330)

Revised: 12/18/91 (as 2280)

Reference:

RCW 28A.310.010

RCW 28A.310.180

RCW 28A.310.200

**NORTHWEST EDUCATIONAL SERVICE DISTRICT 189**

**POLICY 5240**

Revised: 02/26/92 (as 4300, 4305, 4310, 4320, 4330) RCW 28A.210.305  
RCW 28A.310.220  
Revised: 05/23/01 (recodified 5240) RCW 28A.310.250  
Revised: 03/23/11 RCW 28A.310.260  
Revised: 04/24/13 RCW 28A.400.100  
Revised: 01/27/16 RCW 28A.405.100  
Revised: 09/21/17 RCW 28A.405.110  
RCW 28A.405.120  
RCW 28A.405.130  
RCW 28A.405.220  
RCW 28A.405.300  
WAC 181-79A-140  
WAC 392-191A

Cross Reference:  
Policy 5280  
Policy 5520