



Book	Policy Manual
Section	400 Professional Employees
Title	Evaluation of Professional Employees
Code	412
Status	Active
Adopted	June 12, 2003
Last Revised	April 24, 2023
Last Reviewed	June 22, 2023

### **Delegation of Responsibility**

The Board of School Directors (“Board”) of Springfield School District (“District”) directs the Superintendent to manage a plan for regular, periodic evaluation of all professional employees.

### **Authority**

The evaluation plan for professional employees shall be within state law and guidelines for such purposes and in accordance with a plan approved by the Board.[\[1\]](#)

The objectives of evaluation are to assess, document, and continually improve performance, encourage professional growth, promote positive behavior, and facilitate attainment of district goals and objectives in order to benefit the District’s students.

Evaluation is a continuing process in which the professional employee and supervisor should cooperatively identify strengths and weaknesses in the individual’s effectiveness as a professional educator. In the event of a conflict in a statement of regular performance, the next level administrator in the process should review both statements and provide an independent statement.

### **DISCLAIMERS:**

*This policy is superseded by all current federal and state laws and mandates.*

***This online posting is an electronic copy from Springfield School District’s manual of currently adopted policies. The policies on this site are for informational purposes only and do not reflect updating activities in progress. It may be used for information and reference purposes only regarding issues of concern. Certified date-stamped copies are available from the District Open Records Officer and are valid for issues of concern within two (2) weeks of the stamped date.***

