

LICENSED PERSONNEL PROBATION AND EVALUATIONProbation

Except as otherwise provided by NRS 391, the initial year of service for all new licensed employees shall constitute a probationary period which may be extended if circumstances warrant at the discretion of the Board of Trustees upon the recommendation of the Superintendent as provided in NRS 391.

Evaluation

The evaluation of licensed personnel has as its primary objective the strengthening of the instructional program and the improving of the ultimate effectiveness of teachers in the classroom through the assessment of teacher performance. **Components of the teacher evaluation format will be based on the following percentages: 80% for teacher instructional standards, 15% for professional responsibilities and five percent for student performance, using District average growth ratings.** In order to achieve this objective, all licensed personnel shall be evaluated at regular intervals pursuant to **the guidelines as set forth in NRS 391.**

It shall be the responsibility of the Superintendent/designee, in cooperation with elected representatives of teacher personnel/designees, with the approval of the Board of Trustees, to develop procedures for the evaluation of licensed personnel. In the event of an impasse in the development or implementation of evaluation procedures, the Board of Trustees reserves the authority to resolve the impasse to the Board's satisfaction.

The Board of Trustees will approve a schedule for evaluation of probationary employees in twelve-month schools to ensure three evaluations.

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Revised:

NEPN/NSBA Classification: GCOA

Legal Reference: NRS 391.311 through 391.3197