

Policy Type: Executive Expectations**Staff Evaluation**

With respect to evaluation of employees, the Director shall not fail to develop an equitable evaluation system that links employee performance with their contribution toward achieving the Board's **Ends** policies and their compliance with the Board's organizational expectations policies.

Accordingly, the Director may not:

1. Fail to develop and administer an effective evaluation system for all certificated and administrative personnel that is designed to:
 - a. Improve instruction;
 - b. Measure and document unsatisfactory performance and excellent performance;
 - c. Link teacher and administrator performance with multiple measures of student performance;
 - d. Assure that instructional time is used to students' maximum advantage.
 - e. Fail to recommend for tenure only effective and qualified teachers.
2. Fail to develop and administer an effective evaluation system for support personnel.
3. Fail to provide to the Board an annual report, as a part of the annual internal monitoring report, on the effectiveness of the evaluation system and its alignment with the Board's **Ends** policies.
4. Fail to establish administrative policies and procedures providing for non-retention of employees who fail to meet reasonable job expectations.

Adopted: 4/22/03

Changed to Executive Expectations 10/12/04

Monitoring Method: *Internal report*
Monitoring Frequency: *Annually in April*

Metropolitan Nashville Board of Education