

EVALUATION OF PROFESSIONAL STAFF

There will be an ongoing appraisal of the performance of all professional staff to provide:

A. A systematic process whereby all staff members may increase the effectiveness of their services, using the available professional resources.

B. An opportunity for all staff members to analyze their strengths and weaknesses as they relate to the teaching-learning process and to discuss objectively the contributions they have made to the school.

C. An opportunity for the Executive Director, alongside the Special Education Director and the Coordinator of Teaching and Learning, to analyze the strengths and weaknesses of individual staff members and to use this knowledge to develop supervisory service to assist individuals in developing objectives to improve their competence. These may relate to the teaching-learning process and/or other professional responsibilities.

D. An effective means by which the Executive Director may make recommendations concerning the continued employment of personnel and/or other recommendations to the Board.

The Board intends to seek and maintain the best qualified staff to provide quality education for students. In keeping with this goal, all personnel are expected to participate fully in the appraisal process. An integral part of this process is self-appraisal. The self and administrative appraisals will include: knowledge of subject matter, educational skills and techniques, attitudes, behavior patterns, values, and ethics. Each professional staff member is expected to share in the responsibility of maintaining and enhancing the self-image and self-respect of all participants throughout the appraisal process.

SUPERVISION OF PROFESSIONAL STAFF

The FSAS Executive Director shall be committed to the task of supervision to the end that instructional staff members may develop their teaching abilities to the optimum degree.

The Board of Directors recognizes that the prime purposes of supervision shall be to help the teacher analyze and improve teaching, to provide teachers with ready support and help on teaching problems, and to assure that sufficient assistance has been provided in overcoming teaching problems.

The supervising Executive Director, alongside the Special Education Director and the Coordinator of Teaching and Learning, is charged with the direct supervision of the teachers in school, and shall provide assistance and educational leadership to their staff.

Legal Reference: Title 20A MRSA Sec. 1

Approved: October 17, 2020