	Huron School District #2-2	Code: GCN-2(N) Evaluation of Professional Staff (Teacher Observation & Evaluation)
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Evaluation of Professional Staff
(Teacher Observation & Evaluation)


SDCL 13-42-34: Teacher Evaluations. Any public school district seeking state accreditation shall evaluate the performance of each certified teacher in years one through three not less than annually, and each certified teacher in the fourth contract year or beyond, not less than every other year.

Each school district shall adopt procedures for evaluating the performance of certified teachers employed by the school district that:

- 1) Are based on the minimum professional performance standards established by the Board of Education pursuant to SDCL 13-42.33;
- 2) Require multiple measures;
- 3) Serve as the basis for programs to increase professional growth and development of certified teachers; and,
- 4) Include a plan of assistance for any certified teacher, who is in the fourth or subsequent year of teaching, and whose performance does not meet the school district’s performance standards.

Teachers of the Huron School District will receive a summative evaluation based on the Framework for Teaching (FfT) in compliance with SDCL 13-42-34.

- 1) The purpose of the evaluation is to improve the quality of education for the students of the school district, and hold instructors to the standards identified in the Framework for Teaching (FfT) approved by South Dakota State Board of Education.
- 2) Evaluations are to be used by the administration in the determination of advancement, promotion, transfers, assignments and future employment. It is understood that the forms to be used are documented in the *Supervision and Evaluation of Professional Staff Guide*.
- 3) Teachers who have not reached “continuing contract status” (ccs) are on the Foundational Process and may be observed in the classroom formally (documented) and informally multiple times during a semester; and, will be observed at least once each semester for a minimum of 30 minutes (formative). Any correctives or deficiencies that will be noted in the summative evaluation must have been communicated within five school days of when the action(s) was/were observed. The summative evaluations will be delivered no later than April 1 of the current school year.
- 4) a) Teachers who have reached “continuing contract status” (ccs) and are either required or choose to use the Foundational Process may be observed in the classroom formally (documented) and informally multiple times and, will be observed at least once during the year for a minimum of 30 minutes. Any correctives or deficiencies that will be noted in the summative evaluation must have been communicated within five school days of when the action(s) was/were observed. A summative evaluation will be delivered no later than April 1 for teachers who are not meeting district standards. A summative evaluation will be delivered no later than May 1 for teachers who are in good standing.

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- b) Teachers who have reached “continuing contract status” (ccs) and choose the Continuing Professional Growth Process may be observed in the classroom formally (documented) and informally multiple times. Any correctives or deficiencies that will be noted in the summative evaluation must have been communicated within five school days of when the action(s) was/were observed. A summative evaluation will be delivered by June 15 for continuing contract teachers in good standing.
- 5) It is assumed that the classroom observation(s) and summative evaluation should relate to a variety of types of classroom situations; e.g., in the elementary the observations will not always be made to social studies, and in the middle school and high school, the observations will not always be in a large group or the same small group.
- 6) Upon request, teachers will be allowed to retain any written evaluation for two school days before signing and returning to the administrator.