



<i>The Classical Academy</i>	<i>Policies and Procedures</i>
Policy Name:	Evaluation of TCA Staff
Policy Number:	GCN-TCA
Original Date:	4/30/2013
Last Reviewed:	4/30/2013
Category:	Personnel
Author/Cabinet Approval:	Director of Human Resources

INTRODUCTION

The Classical Academy shall maintain an annual evaluation procedure for all staff with the primary intent of increasing student achievement and performance. The evaluation process shall serve as a basis for the improvement of instruction, enhancement of the implementation of programs of curriculum, measurement of the professional growth and development of personnel, measurement of the level of performance of all teaching personnel, determination of satisfactory performance for individual staff according to performance standards and documentation for an unsatisfactory performance dismissal.

The measurement of the level of performance for teaching staff shall include, but not be limited to, a standard for measuring performance as it is directly related to classroom instruction and shall include multiple measures of student growth and performance as of paramount importance. The evaluation document contains clearly defined categories in order to communicate performance to personnel. All staff members are to be evaluated annually, and the results of the evaluation will clearly set forth recommendations for improvement and identify professional development opportunities.

Evaluation standards used for evaluation are available for the Colorado Department of Education, and data will be reported to the CDE as is required from all schools.

Nothing in this policy shall be construed to imply in any manner the establishment of any contractual or personal rights not explicitly established by statute or board policy. Neither shall this policy be deemed or construed to establish any conditions prerequisite to renewal of positions, transfer, assignment, dismissal, or other employment decisions relating to school personnel.

This TCA policy replaces ASD20 Policy GCN.

Policy Revision History

Date	Revision Details	Revised By
4/30/2013	Reformatted policy into new template. Completed annual review.	Director of Human Resources