

EVALUATION OF PROFESSIONAL STAFF

The school committee upon the recommendation of the superintendent shall establish performance standards for teachers and other school district employees, provided that where teachers are represented for collective bargaining purposes, all teachers' performance standards shall be determined as follows:

- The school committee and the collective bargaining representative shall undertake for a reasonable period of time to agree on teacher performance standards.
- Prior to said reasonable period of time, the school district shall seek a public hearing to comment on such standards.
- In the absence of an agreement, after such reasonable time teacher performance standards shall be determined by binding interest arbitration.
- Either the school district or the teachers' collective bargaining representative may file a petition seeking arbitration with the commissioner of education.

The performance standards developed either by mutual agreement or as a result of arbitration will be incorporated in the collective bargaining agreement and may be used in decisions to dismiss, demote, or remove a teacher or administrator pursuant to M.G.L. 71:42; 71:42A; and 71:63.

Moreover, as there should be no conflict of interest in the supervision and evaluation of employees, at no time may any administrator responsible for the supervision and/or evaluation of an employee be directly related to him/her.

CROSS REFS.: GBEA, Conflict of Interest/School Committee
GBEB, Staff Conduct

LEGAL REFS.: M.G.L. 71:38; M.G.L. 71:52, 268A, Section E

Agawam Public Schools 2004

Approved by School Committee on November 23, 2004, by a vote of 7 - 0.