

MIDDLE BUCKS INSTITUTE OF TECHNOLOGY

SECTION: PROFESSIONAL EMPLOYEES

TITLE: EVALUATION OF
PROFESSIONAL EMPLOYEES

ADOPTED: July 1, 1991

REVISED: January 27, 2004

412. EVALUATION OF PROFESSIONAL EMPLOYEES	
1.Purpose	There shall be a plan for regular evaluation of all professional employes of the school.
2.Authority SC 1123 Pol. 412-R	Professional employes shall be rated pursuant to the Executive Council policy, The School Code, Regulations of the Department of Education and the collective bargaining agreement.
3.Guidelines	<p>The objectives of the evaluation plan for professional employes are:</p> <p>to identify, improve, and reinforce the skills, attitudes and abilities which enable an employe to be effective in achieving educational goals.</p> <p>to identify and suggest ways to improve teaching performance which will aid an employe in achieving the educational goals of the school.</p> <p>based upon school goals identified in the approved Strategic Plan.</p>
4.Delegation of Responsibility	After the professional employee has completed a minimum of three (3) years of service time and achieved six (6) satisfactory semi-annual evaluations, the Director shall certify the evaluation of the temporary professional employe during the last four (4) months of this period as required by law and state regulations.
SC 1108	The Director or designee shall prepare procedures for the preparation of employe evaluations using PDE approved evaluation forms including PDE 426, 427 and 428.
School Code SC 1123	

