

LICENSED TEACHER EVALUATION

Licensed Teacher's Name:

Introduction

The mission of Twin Peaks Charter Academy is reflected in, Our Legacy; "Academic Excellence". In support of this mission, the Board of Directors views personnel evaluation as a critical element for improving professional growth of teaching staff, accountability and the high probability of improved student achievement for all students.

The Board of Directors is committed to establishing an evaluation process for licensed teaching staff at Twin Peaks Charter Academy. The responsibility for the development of procedures for evaluation of licensed teaching personnel will rest with the principal of the school. The administration of school will consult with Board of Directors, Faculty Committee and licensed teacher staff in development and implementation of procedures.

The task of evaluation will be assigned to the licensed teacher's immediate supervisor unless otherwise specified by the principal, or the designee.

The evaluation process will serve the following purposes:

- Serve as a basis for professional growth, accountability with the end result being improvement of student achievement.
- Serve as the measurement of Twin Peaks performance standards for individual licensed teaching personnel and other licensed teachers.
- Serve as a measurement of the professional growth and development of licensed teaching personnel/licensed teacher.
- Serve as documentation for remediation with the goal to improve performance or serve as documentation for dismissal based on identified standards.
- Serve as a measurement of the level of performance concerning licensed teacher standards within the school.

Definition of Terms

The evaluation system for Twin Peaks Charter Academy is built upon two major concepts. First, it is based on the responsibilities and professional standards set forth in the position description for each certificated position. Second, it is organized in a manner designed to clearly communicate a licensed teacher's performance status, to provide evaluative feedback, address remediation and to support growth and improvement as appropriate to the individual licensed teacher.

The evaluation will be filed with the Twin Peaks Charter Academy's Human Resources Department on or before the fourth Friday of April. At the discretion of the evaluator an additional evaluation may be completed during the first semester and filed on or before the last day of school prior to the winter intermission

Formal Observation

A formal observation is a minimum of 30 consecutive minutes whenever possible or one full class period, which results in a written observation record. An identified preconference consisting of a written lesson plan or scheduled meeting needs to precede the formal observation and be followed by a post-observation conference.

Informal Observation

This day-to-day written observation can be of any length; its purpose is to validate and support effective instruction, interaction with others and to monitor overall performance in a variety of settings. A post-conference may follow such observation. Informal written observations will be copied and shared with said teacher being observed.

Licensed Teacher

Licensed teacher means any person who holds a teacher's license or letter of authorization issued pursuant to the provisions of Twin Peaks Charter Academy Agreement. This staff member is employed by Twin Peaks Charter Academy to instruct, direct or supervise the instructional program for which this professional has willingly contracted for the predetermined academic year.

Note: Colorado State Teaching Performance Standards serve as the framework of criteria used for development of this evaluation.

Note: Nothing within this Licensed Teachers Evaluation process, procedure or guidelines limits the right of the Twin Peaks Charter Academy Board of Directors to non-renew a licensed teacher.

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