

Certificated Teachers and Principals

Certificated Support Personnel

Certificated support personnel are considered non-classroom teachers for purposes of the Professional Growth and Evaluation System, and are not subject to the four-level rating system. The performance of certificated support personnel will be evaluated consistent with state law and applicable collectively bargained processes. The purpose of such evaluations will be to improve the employee's performance and alert the employee to any performance deficits or concerns.

Other Administrative Staff

The performance of administrative staff other than certificated principals and assistant principals as referenced in the section above will be evaluated at least once per year. The purpose of such evaluations will be to improve the employee's performance and alert the employee to any performance deficits or concerns.

Classified Staff

The performance of classified staff will be annually evaluated by his/her supervisor consistent with applicable collectively bargained processes. The purpose of such evaluations will be to improve the employee's performance and alert the employee to any performance deficits or concerns.

Cross References:

	5520 - Staff Development
	5280 - Separation from Employment

Legal References:	RCW 28A.400.100	Principals and vice principals –Employment of—Qualifications—Duties.
	RCW 28A.405.100	Minimum criteria for the evaluation of certificated employees — Revised four-level evaluation systems for classroom teachers and for principals — Procedures — Steering committee — Models — Implementation — Reports
	RCW 28A.405.220	Conditions and contracts of employment – Nonrenewal of provisional employees – Notice - Procedure
	RCW 28A.405.300	Adverse change in contract status of certificated employee –Determination of probable cause –Notice—Opportunity for hearing
	RCW 28A.405.110	Evaluations — Legislative findings
	RCW 28A.405.120	Training for evaluators
	RCW 28A.405.130	Training in evaluation procedures required
	WAC 181-79A-140	Types of certificates
	WAC 392-191A	Professional Growth and Evaluation of School Personnel
		SHB 1346 Nurses in Schools—Authority—Supervision
Management Resources:	2017 – July Issue	
	2015 - December Issue	
	2013 - April Issue	
	2013 - February Issue	