

# CLIFTON BOARD OF EDUCATION

CERTIFICATED STAFF MEMBERS  
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Evaluation of Nontenured Teaching  
Staff Members  
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## 3221 EVALUATION OF NONTENURED TEACHING STAFF MEMBERS

The Board of Education recognizes the importance of implementing a program for the evaluation of nontenured teaching staff members in accordance with law for the purposes of identifying and correcting deficiencies, improving professional competence, improving the quality of instruction received by pupils of this district, and assisting the Board in determining the member's reemployment.

The program of evaluation of nontenured teaching staff members shall include the observation of each such employee in the performance of assigned duties by an appropriate supervisor no fewer than three times annually and once each semester; the written evaluation of both the employee's performance during observation and the employee's total employment performance; a timely conference between the employee and the evaluating supervisor during which the employee's weaknesses and strengths are discussed; and an opportunity for the employee to record a timely disclaimer to the evaluation.

Supervisors shall make every effort to assist nontenured teaching staff members in the remediation of deficiencies disclosed by observation and evaluation and may conduct additional observations and evaluations. Supervisors should recognize that the purposes of this policy cannot be realized by evaluations that do not record the weaknesses as well as the strengths of teaching staff members. Assessments that are less than honest and candid serve neither the professional growth of the employee nor the interest of the district in building a staff of highly competent, well-trained personnel.

N.J.S.A. 18A:27-3.1 et seq.  
N.J.A.C. 6:3-4.1; 6A:9-8.6

Adopted: January 28, 2009