

## Title: Teacher Performance Accountability Plan

### Control Information

Control Item	Details
Owner/Curator	BCS Board Secretary/BCS Administrator
Policy #	Policy0005d
Supersedes	Policy0005c
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### Revision History

Revision	Date	Revision Description	Originator
A	August 15, 2005	Initial release	M. Hazelton
B	June 4, 2007	Amend policy	K. Buchheit
C	March 6, 2017	Amend policy	K. Buchheit
D	Oct 1, 2018	Amend policy	K. Buchheit

## 1.1. Objective:

The objectives of this policy are the following:

1. Define the Teacher performance goals.
2. Define methods to evaluate performance goals.

## 1.2. Teacher Performance and Accountability

In the area of teacher performance, BCS expects teachers to:

1. Provide exceptional academic and non-academic instruction.
2. Encourage parental and community involvement in school operations and in the classroom.

## 1.3. Methods for achieving teacher performance expectations

Methods by which the stated expectations will be achieved may include, but are not limited to:

1. A tactical objectives plan. The tactical objectives plan will be used to establish a contract on specific objectives related to classroom work, student development and learning. In addition, strategies by which the objectives will be attained will be identified and outlined. The teacher and administrator together will establish the objectives and strategies. The plan becomes the

agreement between teacher and administrator.

2. A personal development plan. The personal development plan will be used to establish a contract on specific development activities to improve the teacher's skills and character. The teacher and administrator or board member will establish objectives and strategies together. The plan becomes the agreement between the teacher and administrator.

3. State certification. State certification or licensing will be required for all of the staff involved with the students at the school. Teachers will be required to list state certification requirements in the personal development plan. Teachers will be required to maintain certifications required by the State of Oregon or other government agencies.

## **1.4. Teacher performance evaluations**

1. The purpose of the performance evaluation is to ensure formal verbal and written evaluation of the teachers.

2. For all teachers, there will be 3 (three) formal performance evaluations that will include meetings with the BCS administrator. There will also be "drop in style" evaluations as well as the formal evaluations.