

Williamson County Board of Education

**Adopted Date:**

11/18/02

Rev. 11/15/04;10/20/08;

5/18/09;9/20/10;7/18/11;

11/26/12

5.109

EVALUATION

1 All employees are to be evaluated annually. Educators in Williamson County will be evaluated using a state
2 approved and Board approved model for local evaluation.

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4 An evaluator team may be involved for educator evaluations at the Principal's discretion. Evaluation shall be
5 for the purpose of improving instruction and ensuring competent and effective performance. A portion of the
6 evaluation will include specific student performance objective data.

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8 **APPRENTICE/TRANSITIONAL LICENSED TEACHERS**

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10 Apprentice/Transitional licensed teachers shall be evaluated each year with the annual evaluation to be
11 completed by May 15. At least one formal observation must be performed by the Principal. The remainder
12 may be performed by the Principal or a designee who has passed the TEAM certification test.

13
14 If any observer who is a Principal's designee notes a deficiency during any observation, they shall
15 immediately provide a copy of the observation to the Principal. The Principal shall take appropriate action,
16 depending on the nature of the deficiency noted, up to and including issuing a Notice of Deficiency and
17 Improvement Plan.

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19 **PROFESSIONAL LICENSED TEACHERS**

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21 Professional licensed teachers shall be evaluated each year with the annual evaluation to be completed by
22 May 15. At least one formal observation must be performed by the Principal. The remainder may be
23 performed by the Principal or a designee who has passed the TEAM certification test.

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25 If any observer who is a Principal's designee notes a deficiency during any observation, they shall
26 immediately provide a copy of the observation to the Principal. The Principal shall take appropriate action,
27 depending on the nature of the deficiency noted, up to and including issuing a Notice of Deficiency and
28 Improvement Plan.

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34 **Legal References:**

35 TCA 49-5-5202, 5203, 5204, 5205

36 TCA 49-5-5206(b), and 5206(c)

37 TRR/MS 0520-2-1-.02

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