

<p>Descriptor Term:</p> <p style="text-align: center;">EVALUATIONS</p>	<p>Descriptor Code:</p> <p style="text-align: center;">GBI</p>
	<p>Approved: 12/10/13</p> <p>Revised:</p>

Reviewed: 12/11/18

As required by the Georgia Quality Basic Education Act (O.C.G.A., 20-2-210), all personnel employed by the Lincoln County Board of Education shall have their performances evaluated annually by appropriately trained evaluators. Evaluators must complete the annual evaluation for all employees prior to end of the school system's designated school calendar year. All employees who have deficiencies and other needs shall have professional development plans designed to remediate such deficiencies and other needs which may have been identified during the evaluation process. The Board of Education will annually evaluate the performance of the Superintendent of Schools using the approved Georgia School Boards Association instrument and procedures (Georgia Superintendent's Evaluation Instrument). Certified personnel will be evaluated using the Georgia Department of Education model instruments and procedures or locally developed instruments and procedures. All personnel required to hold a service or support certificate(s) shall be evaluated using the appropriate Georgia Department of Education model instruments and procedures or locally developed instruments and procedures. Licensed employees who are not required to hold a teaching or service certificate shall be evaluated using a locally developed personnel evaluation instrument with the specific responsibilities section. Non-certified personnel shall be evaluated using the locally developed and approved procedures and instruments. The responsibility for evaluation of work performance is assigned to the principal or immediate supervisor to ensure that every employee is evaluated by the state and local programs as required in this policy.

Lincoln County School System employees will not receive credit for any year of experience for placement on the appropriate salary schedule for any year in which the employee receives an unsatisfactory performance evaluation. The principal or department head is required to submit paperwork to withhold the step increase for any employee who receives an unsatisfactory evaluation.

All records, including surveys and evaluation instruments, associated with individual performance evaluations conducted pursuant to this Code section shall be confidential and not subject to public disclosure. The system will report performance data to the Georgia Department of Education in a format approved by the State Board of Education.

O.C.G.A. 20-2-201; 20-2-210; GEORGIA PUBLIC SCHOOL STANDARD G8-PERFORMANCE EVALUATION.