

EVALUATION OF LICENSED STAFF

The Pikes Peak BOCES (PPBOCES) Board recognizes that sound appraisal of teaching performance is critical in achieving the educational objectives of the PPBOCES. The Board expects its administrative staff to exert reasonable efforts to help and encourage staff members to develop their professional talents and instructional abilities to an optimum degree.

This policy and accompanying regulation shall be considered part of the PPBOCES's licensed personnel performance evaluation system. The PPBOCES's licensed personnel evaluation system shall be developed and implemented in accordance with state law. The Board shall consult with administrators, teachers, parents and the advisory PPBOCES licensed personnel performance evaluation council in developing and evaluating the PPBOCES's evaluation system.

In keeping with state law and Board policy, the performance evaluation system shall serve as a basis for the improvement of instruction, enhance the implementation of curricular programs, and measure professional growth and development and level of effectiveness of licensed personnel. The evaluation system also shall serve as the measurement of satisfactory performance and documentation for the nonrenewal of contracts or termination of contracts for unsatisfactory performance during the contract year, if applicable. For purposes of this policy and the PPBOCES's licensed personnel performance evaluation system, "unsatisfactory performance" shall be defined as a performance rating of "ineffective."

PPBOCES shall conduct all evaluations so as to observe the legal and constitutional rights of licensed personnel. No informality in any evaluation or in the manner of making or recording any evaluation shall invalidate the evaluation. No minor deviation in the evaluation procedures shall invalidate the process or the evaluation report.

Licensed personnel, unless otherwise designated by contract, shall be considered "at will" employees who serve at the pleasure of the Board and shall have only those employment rights expressly established by Board policy. Nothing in this policy shall be construed to imply in any manner the establishment of any property rights or expectancy or entitlement to continued employment not explicitly established by statute, Board policy or contract. Neither shall this policy and/or the evaluation system be deemed or construed to establish any conditions prerequisite relative to renewal of contracts, transfer, assignment, termination, or other employment decisions relating to PPBOCES personnel. The Board reserves the right to discipline or terminate a licensed staff member without regard to the outcome of any past or pending evaluation.

Unless an evaluator acts in bad faith or maliciously with respect to the application of a procedure associated with the evaluation process, any misapplication of a procedure, failure to apply a procedure or adhere to a prescribed timeline shall not be an impediment to or prevent the Board from modifying an employee's contract status, employment status, or assignment under the terms of the employment contract and state law. The content of the evaluation, the ratings given and any improvement or remediation plan shall not be grievable under the PPBOCES' formal grievance process.

All employment decisions remain within the sole and continuing discretion of the PPBOCES Board, subject only to the conditions and limitations prescribed by Colorado law.

Adopted: May 28, 2009
Revised: June 15, 2015

LEGAL REFS.: C.R.S. 22-9-101 *et seq.* (*Licensed Personnel Performance Evaluation Act*)

1 CCR 301-87 (*State Board of Education rules for administration of a system to evaluate the effectiveness of licensed personnel*)

CROSS REFS.: BDFA*, District Personnel Performance Evaluation Council
GCOE*, Evaluation of Evaluators
GCQF, Discipline, Suspension and Dismissal of Professional Staff