

### EVALUATION OF NON-TENURED TEACHERS

A specific purpose of the evaluation of non-tenured teachers is to provide a record of the teacher's capability, so that a substantiated decision re: granting of tenure can be made. While the evaluation of non-tenured teachers will include teacher portfolios as per policy GBI, a more direct supervisory model of evaluation will also be employed.

Evaluation in this model will be based on:

- a number of extended class visits (minimum six)
- conference sessions between teacher and principal
- consideration of the teacher's involvement in school activities beyond the classroom as stated in policy GBBAG; Functions of Teachers
- consideration of the unique aspects of the teaching situation

The evaluative criteria and format will be determined by the principal in consultation with the teacher. The criteria and format to be employed should reflect policy GBBAG; Functions of Teachers.

Non-tenured teachers will be evaluated twice during their first year of employment. Record of each of these evaluations will be submitted to the Board Office by November 15th and April 15th.

Prior to submission of the evaluation the teacher will be provided with a copy of the evaluation and a teacher-principal conference will be held. The teacher must initial the copy of the evaluation to be sent to the Board Office. The teacher has a right to make a written comment on the evaluation form and/or to request a meeting with the Superintendents' Department. The teacher has an inherent right to appear before the Board concerning the evaluation.