

**SERIES 500
PERSONNEL**

538

EVALUATION OF PROFESSIONAL STAFF

The primary purpose of staff evaluations shall be to ensure the improvement and reinforcement of staff ability to provide a quality educational experience for the students in Marshall Public Schools. Evaluations may also be used to assist in making personnel decisions and to furnish a focus for potential staff development programs.

Except as otherwise provided, each professional staff member shall be evaluated within the district's cycle of supervision. In accordance with Wisconsin Statute 121.02(1)(q), the administration, by authority of the Board, shall evaluate in writing, the performance of all certified, non-probationary school personnel at least once every three years.

Under section 121.02(1)(q) of the state statutes, each school board shall evaluate, in writing, the performance of all certified school personnel at the end of their first year and at least every third year thereafter. PI 8.01(2)(q) of the Wisconsin Administrative Code states: (1) each school district board shall establish specific criteria and a systematic procedure to measure the performance of licensed school personnel. The written evaluation shall be based on a board-adopted position description, including job-related activities, and shall include observation of the individual's performance as a part of the evaluation data; and (2) the school district board shall ensure that evaluations, including those for purposes of discipline, job retention or promotion, shall be performed by persons who have the training, knowledge and skills necessary to evaluate professional school personnel.

Legal References:	Sections 118.38 Wisconsin Statutes 121.02(1)(q) PI 8.01(2)(q), Wisconsin Administrative Code
Cross References:	537, Professional Staff Development Opportunities Marshall Public Schools Employee Handbook
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