

GCM

TEACHER EVALUATION

All evaluations of the performance of a teacher will be conducted openly and with full knowledge of the teacher. The teacher will be given a copy of any evaluation report prepared by his/her superiors, and will have the right to discuss such report with their superiors. Teachers will have the right, upon request, to review and copy the contents of their personal file. A teacher will be entitled to have a representative of the Federation accompany him/her during such review.

No material affecting a teacher's conduct, service, character or personality will be placed in his/her personnel file unless the teacher has had an opportunity to review the material. The teacher will acknowledge that he/she has had the opportunity to review such material by affixing his/her signature which, in no way indicates agreement with the contents thereof. The teacher will also have the right to submit a written answer to such materials and his/her answer shall be reviewed by the Superintendent and attached to the file copy. Any complaints regarding a teacher made to any member of the administration by any parent, student, or other person will be promptly called to the attention of the teacher.

A complaint within the meaning of this article is an allegation that could adversely affect the teacher's personal or professional reputation and serious enough to warrant administrative action.

No teacher will be disciplined, deprived of any compensation or professional advantage fail to be reappointed or dismissed without just cause.

Adoption Date: April 8, 1993

School Board Review: August 13, 2009