

**TEACHER/PROFESSIONAL STAFF PERFORMANCE AND EVALUATIONS**

The School Board will adopt and the Superintendent will implement a teacher performance and evaluation system. The performance and evaluation system will include procedures, evaluation criteria, and other components necessary to evaluate certified teaching personnel. Such procedures, criteria and components may be included in the Berlin Professional Development Master Plan.

The Principal or designee will conduct the evaluations. The Principal may implement an “improvement plan” if the Principal believes the professional staff member is not meeting district performance goals. Teachers and professional staff may be held on salary step if an improvement plan is enacted.

The School Board will involve teachers and principals in the development of this policy and corresponding Berlin Professional Development Master Plan. However, all final decisions relative to evaluation procedures, criteria, and components will remain with the School Board.

***Legal References:***

*RSA 189:1-a, Duty to Provide Education*

*RSA 189:14-a, Failure to be Renominated or Reelected*

*N.H. Code of Administrative Rules, Section Ed. 302.02(n), Substantive Duties of Superintendents*

*N.H. Code of Administrative Rules, Section Ed. 304.01(b), Substantive Duties of School Principals*

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