



Title: **Evaluation of Non-Administrative Licensed Staff (SSPs)**

Code: GCN-1A

Section: Section G: Personnel Policies

Educator evaluations for the 2021-22 school year resume full implementation of all components of educator effectiveness required by state statute and rule, to include implementation and re-engagement with both professional practices and measures of student learning/outcomes (MSL/Os) within educator evaluations.

For educator evaluations during the 2021-22 school year, Colorado Growth Model results, School Performance Framework (SPF), and District Performance Framework (DPF) will not be available. School districts and BOCES should proceed with using other assessment data within their MSL/O portion of their licensed educators' evaluations for the 2021-22 school year.

Academy District 20 shall maintain an evaluation procedure for all licensed staff with the primary intent of increasing student achievement, performance, and academic growth. The purposes of the District's licensed staff evaluation system shall be to serve as a basis for the improvement of instruction, enhance the implementation of curricular programs, and measure the professional growth and development and the level of effectiveness of licensed staff. The District's licensed staff performance evaluation system also shall serve as the measurement of performance and documentation pursuant to state law, if applicable. For purposes of this policy and the District's licensed staff performance evaluation system, a rating of "partially effective" and/or "ineffective" shall be defined as "unsatisfactory performance".

The measurement of the level of performance for licensed staff shall include, but not be limited to, a standard for measuring performance as it is directly related to professional services performed and shall include multiple measures of student learning outcomes, performance, and growth.

Nothing in this policy shall be construed to imply in any manner the establishment of any contractual or personal rights not explicitly established by statute or board policy. Neither shall this policy be deemed or construed to establish any conditions prerequisite to renewal of contracts, transfer, assignment, termination, or other employment decisions relating to school staff.

Adopted: July 1, 2018

Revised: July 1, 2019

August 1, 2020

July 1, 2021

Legal Refs:

C.R.S. 22-9-101 et. seq.

Cross Refs:

EL 2.0 Global Executive Constraint

EL 2.3 Treatment of Staff

BSR 3.2 Accountability of Superintendent

Adopted: **July 01, 2018**

Last Revised: **July 01, 2021**

Retired Dates: **June 30, 2022**
