

PROFESSIONAL TEACHING STAFF EVALUATION

In order to assure a high quality of teacher performance to advance the instructional programs of the Rapid City Area School district schools, a program for teacher evaluation will be utilized.

Teachers will be evaluated at least once each semester during the first three years of their contract. Teachers in their fourth contract year or beyond will be evaluated at least once every other year.

Rapid City Area School District teachers will be evaluated using the standards identified by South Dakota Professional Teaching framework aligned with the Danielson framework. However, if approved by the South Dakota Department of Education, the district may (a) use a model of professional practice other than the Danielson framework to evaluate its teachers and (b) choose not to use student learning objectives (SLO) as a measure of student growth. If the board of education chooses to use the options provided in § 24:57:02:03, it must apply on forms provided by the department, which must be received by the Department by January 31st before the school year in which the district intends to implement the alternative evaluation model.

The evaluation process is based on the minimum professional performance standards established by the South Dakota Department of Education and which:

- Evaluates teachers using multiple measures;
- Serves as the basis for programs to increase professional growth and development of teachers; and
- Includes a plan of assistance for any teacher in or beyond his or her fourth year of teaching whose performance does not meet the district's performance standards.

The formal evaluations will be written and will be discussed by the evaluator and the teacher. Copies of the written document will be signed and dated by both parties and incorporated into the personnel files of the teacher. The signature of the teacher neither indicate approval or disapproval of the evaluation, but only that the evaluation has been read and discussed.

Pursuant to state law, any record or document, regardless of physical form, created by the district in connection with the evaluation of certified staff constitutes personnel information and is not open to inspection or copying by the public.

Nothing in a teacher's evaluation may diminish the board of education's right to renew or not renew a teacher's contract.

The establishment and identification of the evaluation criteria is not subject to mandatory bargaining and the board of education has the sole authority for establishing such evaluation criteria, subject to any applicable state and federal laws and regulations that may limit such authority.

Adopted 09/22/81
Revised 01/10/81
Revised 01/26/82
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Revised 06/13/16

LEGAL REFERENCE:

Americans with Disabilities Act of 1990 (ADA)
ARSD 24:57:02 – Teacher Evaluation Process
SDCL 13-42-34 – Teacher Evaluations
SDCL 13-42-36 – Right to not renew contract preserved
SDCL 13-42-70 – Evaluation records and documents not open to inspection or copying
SDCL 3-18 – Public employees' unions