



Superintendent Policy
SP 4115
Personnel
July 6, 2021

EVALUATION/SUPERVISION

The Santa Cruz County Superintendent of Schools (County Superintendent) believes that regular, comprehensive evaluations designed to hold instructional staff accountable for their performance are key to improving their teaching skills and raising students' levels of achievement.

Evaluations shall be used to recognize the exemplary skills and accomplishments of staff and to identify areas needing improvement. When areas needing improvement are identified, the County Superintendent expects employees to accept responsibility for improving their performance and encourages them to take initiative to request assistance as necessary, including participation in appropriate staff development and/or individualized teacher support and guidance programs.

The County Superintendent or designee shall assess the performance of certificated instructional staff as it reasonably relates to the following criteria: **(Education Code 44662)**

1. Students' progress toward meeting Santa Cruz County Office of Education's (Santa Cruz COE) standards of expected achievement for their grade level in each area of study and, if applicable, towards the state-adopted content standards as measured by state-adopted criterion-referenced assessments.
2. The instructional techniques and strategies used by the employee.
3. The employee's adherence to curricular objectives.
4. The establishment and maintenance of a suitable learning environment within the scope of the employee's responsibilities.

The evaluation of certificated employee performance shall not include the use of publishers' norms established by standardized tests. **(Education Code 44662)**

Noninstructional certificated employees shall be evaluated on their performance in fulfilling their defined job responsibilities. **(Education Code 44662)**

The County Superintendent or designee shall ensure that evaluation ratings have uniform meaning and are uniformly applied throughout the Santa Cruz COE.

LEGAL REFERENCE:

EDUCATION CODE

33039 State guidelines for teacher evaluation procedures



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COUNTY OFFICE OF
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35171 Availability of rules and regulations for evaluation of performance
44660-44665 Evaluation and assessment of performance of certificated employees (the Stull Act)

GOVERNMENT CODE

3543.2 Scope of representation

Management Resources:

COMMISSION ON TEACHER CREDENTIALING PUBLICATIONS

California Standards for the Teaching Profession, 2009

WEB SITES

CSBA: <http://www.csba.org>

California Department of Education: <http://www.cde.ca.gov>

Commission on Teacher Credentialing: <http://www.ctc.ca.gov>

National Board for Professional Teaching Standards: <http://www.nbpts.org>