



**375 - Marion County School District**

- 1. The district uses the results of the certified personnel evaluation system in decisions regarding teacher development.**

District Comments: Through the evaluation system, professional growth areas are identified and professional development is planned for each year.

- 2. The district does not use the results of the certified personnel evaluation system in decisions regarding teacher compensation.**

- 3. The district does not use the results of the certified personnel evaluation system in decisions regarding teacher promotion.**

- 4. The district uses the results of the certified personnel evaluation system in decisions regarding teacher retention and removal.**

District Comments: Through the evaluation system, professional growth is offered but when staff do not meet or exceed the growth areas then teachers may be removed. When areas of strength are observed and all teacher standards are met then staff are retained.

- 5. The district equitably distributes teachers within schools based on teacher effectiveness and student need.**

- 6. The district certified personnel evaluation system uses student achievement outcomes or student growth data as an evaluation criterion in evaluating the performance of teachers.**

District Comments: During post observations both formative and summative assessments are reviewed to determine the effectiveness of each staff member based on student achievement.

- 7. The district does not assign performance ratings or levels as a part of their teacher evaluation system.**

District Comments: Levels are as follows: met, not met, growth

- 8. The district uses the results of the certified personnel evaluation system in decisions regarding principal development.**

District Comments: Through the summative evaluation system, the superintendent and principal work together to determine professional growth areas.

- 9. The district does not use the results of the certified personnel evaluation system in decisions regarding principal compensation.**

- 10. The district does not use the results of the certified personnel evaluation system in decisions regarding principal promotion.**

- 11. The district uses the results of the certified personnel evaluation system in decisions regarding principal retention and removal.**

District Comments: Through the summative evaluation meeting, the superintendent after reviewing strengths and growth areas determines if the principal should be retained or removed.

- 12. The district certified personnel evaluation system uses student achievement outcomes or student growth data as an evaluation criterion in evaluating the performance of principals.**

District Comments: Using NCLB, State Assessment and local formative assessment to determine if the student achievement is improving then the superintendent determines if the principal is an effective instructional leader.

- 13. The district does not assign performance ratings or levels as a part of their principal evaluation system.**