

**PROCESS FOR EVALUATION OF TEACHERS**

In Kittery, the process for teacher evaluation and the appraisal of teaching will include an annual general employee rating, an appraisal for instructional performance for probationary teachers and continuing contract teachers (every third year) and a goals and objectives approach.

The responsibility for implementation of the evaluation process rests with the superintendent. The superintendent charges principals with this responsibility at the building level. Principals may involve assistant principals, department heads and the coordinator of services for children with disabilities. The superintendent may be directly involved in the process as well.

Adopted: January 8, 1991

Revised: July 5, 1994