

**LUZERNE
INTERMEDIATE
UNIT #18**

**SECTION: PROFESSIONAL EMPLOYEES
TITLE: EVALUATION OF PROFESSIONAL
EMPLOYEES**

ADOPTED: NOVEMBER 20, 2002

REVISED: SEPTEMBER 24, 2014

412. EVALUATION OF PROFESSIONAL EMPLOYEES	
1. Purpose	<p>Evaluation is continuing process in which the professional employee and supervisor cooperatively identify strengths and weaknesses in the individual's effectiveness as a professional educator.</p> <p>The objectives of evaluation are to assess and improve performance, encourage professional growth, promote positive behavior, and facilitate attainment of intermediate unit goals and objectives in order to benefit the intermediate unit's students.</p> <p>There shall be a plan for regular, periodic evaluation of all professional employees, in accordance with Act 82.</p>
2. Authority SC 963, 1123	<p>The Board directs that all professional employees be evaluated in accordance with applicable collective bargaining agreement provisions, statutory provisions, and Pennsylvania Department of Education standards and regulations.</p>
3. Guidelines	<p>The objectives of the evaluation plan for professional employees are:</p> <ol style="list-style-type: none">1. To identify, improve and reinforce the skills, attitudes and abilities that enable an employee to be effective in achieving intermediate unit goals.2. To identify and suggest ways to improve on weaknesses that prevent an employee from achieving intermediate unit goals.
4. Delegation of Responsibility	<p>The Executive Director shall arrange for at least one (1) formal evaluation of each intermediate unit member annually, based upon goals which have been developed and established cooperatively by the Executive Director and the administrative staff.</p>
School Code 1123	