

# Teacher Evaluation

## 1.00 Regulatory Authority

1.01 These regulations shall be known as the Arkansas Department of Education Rules and Regulations For Teacher Evaluation.

1.02 These regulations are enacted pursuant to the State Board of Education's authority under Ark. Code Ann. § 6-11-105.

## 2.00 Purpose

2.01 The purpose of these regulations is to provide guidance to local districts to design teacher evaluation systems that promote the professional growth of all teachers and enhance learning for all students.

## 3.00 Philosophy

Evaluation is viewed by the Arkansas Department of Education as a collaborative process, not an event. Evaluation should facilitate or support system wide change. To this end, the school district shall develop teacher evaluation systems that:

3.01 supports the induction of the probationary teacher into the teaching profession and the school district,

3.02 promotes the professional growth of career teachers.

3.03 prompts an improvement in unsatisfactory performance, and

3.04 provides criteria for making responsible personnel decisions.

## 4.00 Criteria

Local district's shall develop a teacher evaluation system that reflects:

4.01 The philosophy of Arkansas Department of Education and the philosophy of the local district regarding teacher evaluation.

4.02 A sound professional development program that promotes continuous growth of teachers.

4.03 A collegial relationship among the supervisors and teachers.

4.04 A staff development training program for supervisors and teachers.

4.05 A set of teacher competencies descriptive of the local district's expectations and aligned with teacher licensure principles.

## 5.00 Written Evidence of Personnel Evaluation Plan

5.01 The teacher evaluation plan shall be reviewed and/or revised annually.

5.02 The local district's teacher evaluation system shall be reflected in every school district's improvement plan.