



Huntington Beach Union High School District Board Policies and Administrative Regulations

AR 4115
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Certificated Personnel

Evaluation

1. Purpose and Scope

Consistent with the educational philosophy of the district, the evaluation program shall be based upon districtwide goals and have at its ultimate aim the continuing improvement of the quality of instruction as it relates to student learning. With regard to the certificated staff, this program shall:

- A. Keep each staff member informed and aware of his/her relative strengths and weaknesses and make available to him/her an appropriate program for professional growth.
- B. Be a stimulus for the maintenance and/or improvement of professional competence in order that the educational program for students shall meet the highest possible standards and serve the needs of the community.
- C. Be a means for continuous joint, cooperative development of standards for professional development and student growth.
- D. Be a means of measuring and predicting the success of staff members and ensuring that only the competent are retained.
- E. Provide a means through the Superintendent or designee to react to, rebut and/or review evaluations deemed inaccurate or unfair.

2. Regulations

- A. Performance Evaluation Program
 - (1) There shall be developed and maintained a program for the performance evaluation of all certificated staff which shall be known as the Performance Evaluation Program.

Evaluation (continued)

- (2) The PEP shall be considered a part of this regulation, and revisions to the program shall be accomplished according to established procedures for changes to administrative regulations.

Legal Reference:

Regulation approved: 1/13/87