
I. PURPOSE

Athlos Academy of Jefferson Parish strives to maintain a highly professional staff at all times. In order for the staff to continuously grow in expertise, evaluations will take place throughout the year.

II. DEFINITIONS

- A. Formative Evaluations: Evaluations that provide educators with instructive recommendations on how to improve their performance including opportunities for professional development.
- B. Summative Evaluations: Evaluations that are used to inform annual decisions on salary, retention, and personnel assignments for an individual teacher and contribute to year-end ratings of educator performances.

III. POLICY**A. Educator Evaluation Program:**

- 1. Athlos Academy of Jefferson Parish shall adopt procedures for evaluating educators' performances based on:
 - a. State-compliant, established performance expectations as communicated through a teacher evaluation process and evaluation tool;
 - b. The five domains of effective teaching; and
 - c. The Instructional Benchmarks of Athlos Academies.
- 2. The evaluation system shall use valid and reliable measurement tools including, at a minimum:
 - a. Observations of instructional quality;
 - b. Evidence of student growth; and
 - c. Parent/guardian and student input.
- 3. Fifty percent of a teacher's evaluation will be based on quantitative data, including value-add data where available.

Educator Evaluations Policy

4. Fifty percent of a teacher's evaluation will be based on qualitative review of a teacher's practice, including the use of peer and summative evaluator observations, portfolios, professional development activities, and stakeholder input.
5. The evaluation system shall:
 - a. Provide an annual rating of each educator's performance, including sub-scores on each evaluated component;
 - b. Provide for clear and timely notice to educators of the components, dates and consequences of the evaluation process;
 - c. Provide for timely discussion with educators to include self-evaluation, professional growth plan development, and goal-setting activities; and
 - d. Protect the confidentiality of personal data gathered in the evaluation process.

B. Results of Evaluation Program

1. Athlos Academy of Jefferson Parish may consider data gathered from tools to inform decisions about employment and professional development.
2. Athlos Academy of Jefferson Parish's evaluation programs shall encourage Professional Development.
 - a. The evaluation system shall identify educators who do not meet expectations for instructional quality and provide support as appropriate which may include:
 - i. Providing educators with mentors, coaches, specialists in effective instruction;
 - ii. Setting timelines and benchmarks to assist educators toward greater improved instructional effectiveness and student achievement.
3. Athlos Academy of Jefferson Parish shall maintain records and documentation of required educator evaluations.
4. In accordance with LA. R.S. 17:3997(D), a teacher or administrator who is determined to be ineffective for three consecutive years shall be terminated.

Legal References:

[Louisiana Bulletin 130](#) (*Regulations for the Evaluation and Assessment of School Personnel*)

[LA. R.S. 17:3997](#) (*Charter School Employees*)

Related Documents:

The Instructional Benchmarks of Athlos Academies
The Five Domains of Effective Practice Policy 4029