Policy GCN: EVALUATION OF PROFESSIONAL STAFF

Status: ADOPTED

Original Adopted Date: 09/01/1988 **| Last Revised Date:** 07/01/2026 **| Last Reviewed Date:** 10/15/2026

The board requires a program of comprehensive, performance-based evaluations for district teachers and other professional staff members to ensure high-quality staff performance that improves student achievement. The superintendent or designee, in consultation with the district's professional staff, will develop procedures and instruments for professional staff evaluation that reflect the Essential Principles of Effective Evaluation as adopted by the Missouri State Board of Education (State Board).

Evaluation of Professional Staff Other Than Teachers

All professional staff members contribute to the achievement of the district's students and the overall success of the district. To ensure continuous improvement and growth, professional staff supervisors or their designees will set performance goals in consultation with the employee, conduct continuous performance evaluations, and complete a written summative evaluation annually.

The superintendent or designee ("evaluator") will annually complete a summative evaluation of the performance of the district's librarians and counselors.

Teacher Evaluations

The evaluator will annually complete a summative evaluation of the performance of the district's teachers.

The primary purpose of the evaluation is to improve student performance by promoting the continuous growth of teachers in a manner that is aligned with the district's Continuous School Improvement Plan (CSIP) and, where applicable, building improvement plans (BIPs). Results of the evaluation will inform employment decisions and may be, but are not required to be, the only factor considered.

Evaluation Records

The summative evaluation and any written responses by the teacher or professional staff member will be maintained in the employee's personnel file in accordance with the state retention manuals applicable to schools.

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Version GCN-C.1H (07/26)

Policy Reference Disclaimer:
These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
§ 160.045, RSMo.	State Statute
§ 168.128, RSMo.	State Statute
§ 168.410, RSMo.	State Statute
5 C.S.R. 20-400.375	State Regulation

MSIP	Description
L-7	MSIP STANDARDS
TL-5	MSIP STANDARDS
TL-6	MSIP STANDARDS
TL-8	MSIP STANDARDS