

## **SECTION O PHILOSOPHY**

We believe that:

1. The primary purpose for evaluation is the improvement of instruction.
2. Evaluation is a means to an end--not an end in itself. It is a growth process which helps an individual develop his/her potential. It should motivate both self-improvement and supervisory assistance.
3. There should be performance guidelines and goals which staff members and evaluators may use as they counsel with each other to assist in and improve on both learning processes and evaluation processes.
4. Improvement of the evaluation process must emphasize self-evaluation by both evaluators and evaluatees. The development of alternative courses of action to improve instruction is a shared responsibility.
5. The individual whose professional service is being evaluated should be appraised in conferences, should review and receive copies of all evaluation records and should be free to request review of the evaluator's judgments from the next highest school administrator.
6. Evaluation records shall be held confidential and only available to those involved in the evaluation process including the board of education.
7. Effective evaluation must be planned and reviewed periodically.