

<b>6130</b>	<b>Employee Performance Reviews</b>
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The Board of Education believes that regular, rigorous, and meaningful evaluation of employees is necessary to improve the achievement of students and the effectiveness and efficiency of Ballston Spa Central School District operations. To this end, the Superintendent of Schools shall be responsible for ensuring that all District administrators are properly and regularly trained to conduct such evaluations and that employees are evaluated annually and receive additional training and redirection where necessary to improve their knowledge and skills. In addition, a performance review must be completed as part of the recommendation process for tenure or permanent appointments. Tenure or permanent appointments will only be granted to those who demonstrate effective performance in the areas of evaluation that are determined through negotiated/contractual agreements.

Performance reviews will be conducted as stipulated in contractual agreements and/or as required by law. Teachers and principals shall be evaluated in accordance with the District's Annual Professional Performance Review Plan (APPR). The APPR shall be developed in accordance with applicable laws, Commissioner's regulations, and rules of the Board of Regents.

All forms to be used for evaluation purposes will be consistent with goals and objectives of the District and reviewed with the respective bargaining units. All evaluations shall be forwarded to the Human Resources Office for placement in the employee's personnel file. As required by the Commissioner's Regulations, the Superintendent of Schools shall provide a report to the NYS Education Department related to the District's efforts to address the performance of teachers rated unsatisfactory including information related to the implementation of teacher improvement plans (TIP) for teachers so evaluated.

*Education Law § 3012-d*  
*Public Officers Law §§ 87 and 89*  
*8 NYCRR §§ 80-1.1 and 100.2(o)*

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