

**Permanent Personnel****EVALUATION--TEACHER**

The Board recognizes that the teaching process is extremely complex and that the appraisal of this process is a difficult and technical function. But, because it is universally accepted that good teaching is the most important element in a sound educational program, teacher appraisal shall be accomplished.

Appraisal of teaching service should serve the following purposes:

1. Aid the individual teacher to grow professionally;
2. Raise the standards of the teaching profession as a whole;
3. Raise the quality of instruction and educational services to the children of the community.

The Board delegates to the professional staff the responsibility of developing, organizing and implementing a system-wide program for evaluating the instructional process as one means to insure quality control of instruction.

**Termination of Probationary Period**

At or before the termination of the probationary period as defined by law for new teachers, the administration shall take such steps as are required by law or are professionally sound to enable the administration to recommend, or not recommend, continuing contract for such teachers. In any case, the recommendations shall be made sufficiently far in advance to permit the personnel affected adequate time to make appropriate decisions.

Specific Authority: 230.22(2) F.S.

Law Implemented, Interpreted, or Made Specific: 230.23(5)(c) and (e); 230.33(7)(d) and (f); 231.085; 231.29(2) F.S.

**History: THE SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA**

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