

**BOARD POLICY**

Because of its responsibility to the children and the patrons of the school district it shall be the practice of the Board to secure for the school system the most competent teachers available. In the implementation of this policy the Board realizes fully the importance of the initial careful selection of teachers and the conscientious, skilled and continuous evaluation of teachers during their provisional period of employment.

**GUIDELINES FOR POLICY  
IMPLEMENTATION**

1. The term "teacher" includes all certificated, non-administrative personnel employed by the Board.
2. A provisional teacher is one who, pursuant to the employment practices of the school district, does not have reasonable expectation of employment in successive years. A teacher is classified as provisional until he or she is accorded permanent status by the Board of Education.
3. All provisional teachers shall be given contracts of employment for one academic year's duration, only. When the obligations of the contract have been met, neither the teacher nor the Board has further contractual duty to the other party.
4. All new teachers shall be advised at the time they receive their initial assignments concerning performance expectations, criteria used in the evaluation of performance, sources of data, data-collecting processes and other aspects of the total staff evaluation process.
5. School principals shall have a formal evaluation session with provisional teachers at least twice each academic year, once before November 15, and the second time before February 10.

6. If, after the first evaluation period, the principal determines that the provisional teacher needs help in meeting performance expectations, he or she will provide reasonable help and counsel in an effort to assist the teacher. A written statement, describing specifically what is expected of the teacher shall be given to the teacher.
7. If, in the principal's judgment, there are continuous problems that have not been resolved by February 10, the principal shall, not later than February 20, recommend to the superintendent that contract not be extended to the teacher for the following academic year. The educator will be notified sixty (60) days before the end of school.
8. In the interests of creating a superior teaching staff the Board must be free, during the provisional period, to let a teacher's contract expire without a hearing, without any cause personal to the teacher, and for no reason other than that the Board believes that ultimately it may be able to hire a better teacher. It must be the Board's prerogative to select the type of teachers it wants as long as the decision not to issue an employment contract is not taken to stop an activity protected by the First Amendment or for any other constitutionally impermissible reason.
9. A teacher who believes that his or her non-reappointment is constitutionally impermissible must assert that claim and request a hearing in order to protect his or her due process rights. Courts have held that a teacher who alleges that a non-reappointment decision was based on a constitutionally impermissible reason has the burden of proving that allegation.

