



**File: AR-CFBA (I)**

### **Oversight of Instructional Staff Evaluations**

The Board of Directors, in consultation with the Principal shall institute and maintain a process for the evaluation of the job performance of the instructional staff. A formal, written evaluation will be undertaken of all instructional staff by the Principal or designee no less than once per school year. This formal evaluation will include but not be limited to such items as salary, performance reviews, job skills, parent input, curriculum expertise, classroom skills, areas for improvement, and goals for the following year.

The primary purpose of the instructional staff evaluations shall be to assess their effectiveness in instructing the students in accordance with ARPS goals and policies. The results of such evaluations may be used in decisions relating to salary, retention, and may also be used to assist the individual instructors in improving and developing skills necessary for effective student instruction.

Nothing in this policy shall be deemed or construed to assure, create, or imply in any manner any right to employment, renewal of employment contracts, alteration of "at will" employment status, or modification or extension of any of the terms of any contract entered into between any staff member and ARPS, including, without limitation, any condition, prerequisite, procedure, or similar factors relative to non-renewal of contracts, transfer, assignment, dismissal, allocation or responsibilities and duties, or any other matter. All employment decisions shall remain within the sole and continuing discretion of the ARPS Board of Directors, subject only to applicable Colorado and Federal law.