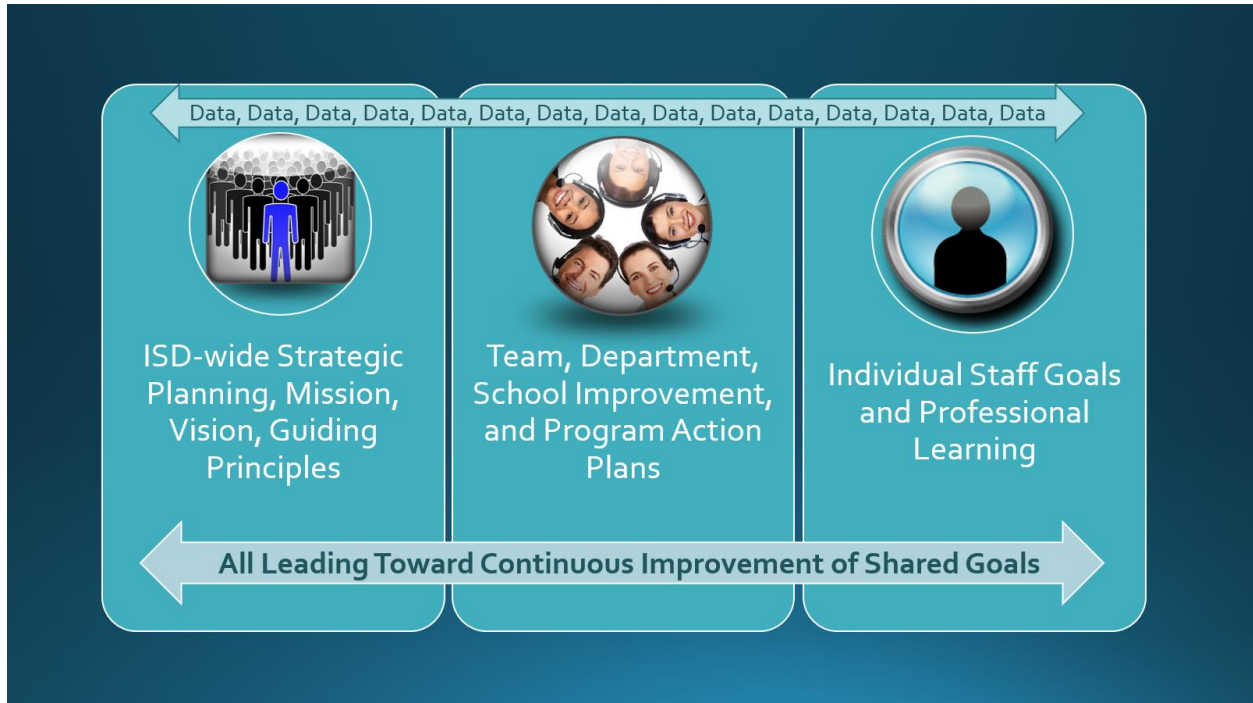


Huron ISD Employee Evaluation Process

In order to achieve our mission, the Huron ISD has tied together data collection and analysis, District-wide Strategic Planning, School Improvement Process, Department and Team Action Plans, Individual Goal setting, Educator Evaluation, and Professional Learning.



The District-wide Strategic Plan, a five-year plan written with input from many stakeholders, outlines how we will achieve our mission. Each department or team creates three to five action items they will accomplish in order to help our organization achieve our mission and Strategic Plan. The Strategic Plan and Action items are reviewed by all staff multiple times each year and updated at a minimum annually.

In order to meet our goals of providing excellent programs, services and supports, each individual must continually grow as a highly trained and competent educator. All professional staff and administration are evaluated annually. Most support staff are evaluated annually, others bi-annually. Multiple observations occur annually to ensure consistent monitoring of instructional practices. Supervisors provide informal feedback after the observations. The evaluation criteria is directly tied to professional practice, ensuring that all staff are effective and receive recommendations for improvement, including additional professional learning.

All staff are expected to demonstrate growth and maintain high standards of professional practice. Each employee writes goals each fall, in collaboration with their direct supervisor and utilizing feedback/recommendations from the previous evaluation. All staff meet mid-year with their supervisor to review progress on goals. New staff are also assigned a Mentor for the first three years of practice, and with the supervisor for a fourth year.

The superintendent collects annual documentation, ensuring that all staff evaluations are occurring as scheduled. As an administrative team, the collective results of the individual evaluation data are used to determine district-wide and school-wide professional development for the upcoming year.

Merit Pay is a legislative requirement, and in order to support a sense of collaboration and community with staff, it is given to all HISD Professional Staff if 95% of the staff are rated as Effective or Highly Effective each year.