

## PERSONNEL

A. Generally

The board shall adopt an official evaluation plan for licensed personnel which shall have as its primary purpose the provision of more effective services for students.

B. Guidelines

The evaluation plan for licensed personnel shall:

1. be a periodic and formal evaluation,
2. be a cooperative effort,
3. cover the significant aspects of the employee's service,
4. be available to all employees,
5. stimulate the employee to improve,
6. establish mutually agreeable standards of performance,
7. provide a guide for self appraisal.

Legal Reference:

Code of Va., § 22.1-253.13:7. Standard 7. Policy manual.--". . .C. Each local school board shall maintain and follow an up-to-date policy manual. All policy manuals shall be reviewed at least every five years and revised as needed. The policy manual shall include, but not be limited to: . . . 2. A cooperatively developed procedure for personnel evaluation appropriate to tasks performed by those being evaluated. . . ." (1992)

Code of Va., § 22.1-303.1. Immunity from civil liability for certain individuals.--"Any teacher who, in good faith, participates in conducting a peer review of another teacher or a person who conducts a review of a teacher under the Beginning Teacher Assistance Program shall be immune from civil liability for any act, omission or statement made in the performance of these duties unless such act, omission or statement was made in bad faith or with malicious intent." (1988)

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