

# Board Policy

## Evaluation of Employees

### All Staff Members

Eastern Suffolk BOCES administration will undertake a continuous program of supervision and evaluation of all ESBOCES employees, including support staff. The primary purposes of the evaluations will be to encourage and promote improved performance and to make decisions about the occupancy of positions.

### Teachers and Administrators

ESBOCES is committed to supporting the development of effective teachers and administrators. To this end, ESBOCES will provide procedures for the evaluation of all professional staff. ESBOCES will develop an Annual Professional Performance Review (APPR) Plan/Educator Evaluation Plan in accordance with applicable laws and Regulations.

The primary purposes of these evaluations are to:

1. encourage and promote self-evaluation and improved performance;
2. guide professional development efforts; and
3. provide a basis for evaluative judgments by applicable ESBOCES administrators.

### Disclosure of APPR/Educator Evaluation Ratings

The Commissioner is required to disclose professional performance review/evaluation data for teachers and building Principals on the New York State Education Department website and in any other manner to make this data widely available to the public. ESBOCES will provide notice to parents or legal guardians of their right to obtain this information and the methods by which the data can be obtained.

### References:

- Education Law Sections 3012-c and 3012-d
- Public Officers Law Article 6
- 8 NYCRR Subpart 30-3
- 8 NYCRR Sections 80-1.1 and 100.2(o)
- Administrative Regulation 5131R.1 – Annual Professional Performance Review (APPR Data)