

EVALUATION OF STIPENDED PERSONNEL

This policy addresses the evaluation of all individuals paid a stipend for work in MSAD 15 including those issued contracts as co-curricular staff. Co-curricular staff includes coaches of sports programs and advisors of student activities. The purpose of co-curricular staff evaluation is to safeguard and improve the quality of co-curricular programs for students in Gray and New Gloucester schools. Because all co-curricular staff members are employed on an annual basis, evaluation of each person is conducted annually. The evaluation of co-curricular staff members will be considered by the Superintendent when deciding whether to recommend that the Board rehire an individual.

The Athletic Director is responsible for the evaluation of all coaches, with input from building administrators. The Principal is responsible for the evaluation of all student activities advisors. Co-curricular staff evaluation is based on quality of performance of the staff member, on annual goals established with the administrator, and on compliance with administrative requirements of all co-curricular staff regarding student rosters, management of supplies and equipment, quality of interactions with students, parents and school staff, and communication with parents and the public.

Other individuals employed on a stipend basis will be evaluated based on quality of performance, quality of interactions with students, staff members and others as necessitated by the position, and goals established with the evaluator. The evaluator will be specified when such a position is created.

It is at the discretion of the Principal whether information from parents or students will be directly included in an evaluation. Failure of administrators to comply with this policy shall not be the basis for a co-curricular staff member's re-employment in MSAD 15.