

DCSD Performance Evaluation Council
By-Laws
2017-2018

Introduction

The Performance Evaluation Council is charged with consulting with the Board of Education as to the fairness, effectiveness, credibility, and professional quality of the licensed personnel performance evaluation system and its processes and procedures. It is also to conduct a continuous evaluation of such evaluation systems. *See C.R.S. 22-9-107(1)-(3).*

Previously, the DCSD District Accountability Committee fulfilled the role contemplated by Colorado statute. The creation of the Performance Evaluation Council is designed to allow the District Accountability Committee to fulfill its other roles contemplated by statute, and does not reflect on the work previously done by the District Accountability Committee.

Membership

As required by C.R.S. 22-9-107(1)-(3), the DSCD Performance Evaluation Council will consist of, at minimum, (1) one teacher, (2) one administrator, and (3) one principal from the School District; (4) one resident from the School District who is a parent of a child attending a school within the district; and (5) one resident of the School District who is not a parent with a child in the district.

Membership for above positions will be designated. To ensure that all required membership is continuous, term appointments will last for two years. If an appointed position is vacated, a new appointment will be selected from the membership at large, or recruited if the prerequisites for the position cannot be met from the current membership at large. Appointed positions, along with all members at large, will have equal voice in all decisions using the consensus model for decision making.

Additionally, the Board of Education will make best efforts to ensure that the DSCD Performance Evaluation Council consists of a variety of members that represent a reasonable cross-section of our student and staff population, examined on a yearly basis, except that the Board shall not favor or disfavor any potential member due to their race, religion, sex, sexual orientation, disability status, or veteran status.

Duties

The DCSD Performance Evaluation Council will conduct continuous evaluation of the system to determine the fairness, effectiveness, and credibility of the evaluation system, and will report to the District Accountability Committee and Board of Education the findings of its evaluation.

The DCSD evaluation council will collaborate to make revisions to the evaluation system, tools, processes and/or procedures as necessary based on findings from the above mentioned evaluation of the system.

Decision-Making Process

It is the intent of the Performance Evaluation Council to incorporate feedback from multiple perspectives that represent the unique perspectives and needs of stakeholders from across the district. The Performance Evaluation Council will use a consensus model for decision making aiming to be collaborative and inclusive of all opinions, when coming to agreement as much as possible. When agreement cannot be reached by consensus, the council will refer to Robert's Rules of Order, and use a majority-voting system to resolve any questions.

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