



Responsible Office: Office of Human Resources

BOARD POLICY 4117

LICENSED EMPLOYEE PROBATION AND EVALUATION

PURPOSE

The Board of Trustees (Board) finds necessary for the Washoe County School District (District) to have an objective evaluation process for the District's Nevada Department of Education licensed employees in order to recruit, select, develop, and retain dedicated, effective personnel.

POLICY

1. Probation
 - a. Except as otherwise provided by Nevada Revised Statutes (NRS) Chapter 391, the initial three one-year periods of service for all new licensed employees shall constitute a probationary period.
 - b. There is no waiver of any of the probationary years.
2. Evaluation
 - a. The evaluation of licensed personnel has as its primary objective the strengthening of instruction to promote student achievement through professional growth, which ensures the quality of teaching and leading, *according to licensed employee performance standards*, and which may include, but is not limited to, encouraging collaborative conversations between the licensed employee and District supervisor about a common set of expectations for performance. In order to achieve this objective, all licensed personnel shall be evaluated at regular intervals pursuant to NRS Chapter 391.
 - b. It shall be the responsibility of the Superintendent and the Chief Human Resources Officer, in cooperation with elected representatives of licensed personnel or their designees, with the approval of the Board, to develop procedures for the evaluation of licensed personnel. This includes alignment of the evaluation system to the Nevada Educator Performance Framework at a minimum.

- c. Per the Nevada Educator Performance Framework and NRS Chapter 391, the District utilizes a four-tier evaluation rating system of Highly Effective, Effective, Developing and Ineffective.
- d. All applicable state laws and regulations will be followed in the implementation of evaluations in Washoe County School District.

LEGAL REQUIREMENTS AND ASSOCIATED DOCUMENTS

- 1. This Board Policy aligns with the District’s Strategic Plan and aligns/complies with the governing documents of the District.
- 2. This Board Policy complies with NRS and Nevada Administrative Code (NAC) to include:
 - a. NRS Chapter 391, Personnel.
- 3. This Board Policy complies with federal laws and regulations to include:
 - a. Elementary and Secondary Education Act.

REVISION HISTORY

Date	Revision	Modification
4/11/67	1.0	Adopted
10/23/1972	2.0	Revised
10/27/1992	3.0	Revised
7/14/1998	4.0	Revised
11/22/2005	5.0	Revised
3/27/2012	6.0	Revised: New title; changes to state law
12/09/2014	7.0	Revised: changes to state law related to the Nevada Educator Performance Framework
09/14/2021	8.0	Revised: Formatted per BP 9070 and update language for evaluation rating system.