

**I. PURPOSE**

Athlos Academy of Utah strives to maintain a highly professional staff at all times. In order for the staff to continuously grow in expertise, evaluations will take place throughout the year in accordance with board-approved evaluation plans.

**II. POLICY****A. Educator Evaluation Program:**

1. Athlos Academy of Utah shall adopt procedures for evaluating educators' performances based on the Ten Teaching Standards.
2. Athlos Academy of Utah shall adopt a teacher evaluation process and evaluation tool that measures teacher performance utilizing multiple measures and multiple data points throughout the course of a year.
3. The Lead School Administrator is responsible for implementing the teacher evaluation process

**B. Administrator Evaluation**

1. The Athlos Academy of Utah governing board is responsible for ensuring that the administrator is evaluated with respect to the Educator Leadership Standards outlined in *Board Policy 2006*.

**C. Results of Evaluation Program**

1. Athlos Academy of Utah's evaluation programs shall encourage Professional Development.
  - a. The evaluation system shall identify educators and administrators who do not meet expectations for performance and provide support as appropriate which may include:
    - i. Providing employees with mentors, coaches, specialists in effective instruction;
    - ii. Setting timelines and benchmarks to assist employees toward greater improved effectiveness and student achievement.
2. Athlos Academy of Utah shall maintain records and documentation of required educator evaluations.
3. The results of the educator evaluation system shall:

## Employee Evaluations Policy

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- a. Include a plan for recognizing educators who demonstrate exemplary professional effectiveness, at least in part, by student achievement;
- b. Identify potential employment consequences, including discipline or dismissal, if an educator fails to meet performance expectations; and
- c. Include a review or appeals procedure for an educator to challenge the evaluation that provides for adequate and timely due process for the educator.

**Legal References:**

[Utah Admin R277-531](#)

**Related Documents:**