

**Performance Appraisal System  
for  
Licensed Staff**

**General Information**

**District #11 Mission Statement**

It is the primary mission of the Anoka-Hennepin School District to effectively educate each of our students for success.

It is the vision of the Anoka-Hennepin School District to be a public school system of excellence, with high quality staff and programs and successful graduates.

**Professional Growth and Development**

Professional learning and growth encompasses many forms. It draws on the perspective, talents and contributions of K-12 educators and individuals who serve in various roles. Professional staff development has traditionally been synonymous with workshops, conferences and presentations by “experts.”

*National Staff Development Council’s (NSDC) Standards for Staff Development* acknowledges that sustained, intellectually rigorous staff development is essential for all stakeholders involved with student learning. Professional growth and development is inclusive of and the significant responsibility of all educational leaders.

**Performance Appraisal System**

The Anoka-Hennepin Performance Appraisal System is deeply rooted in the NSDC Standards. The standards are established to improve the learning of all and include:

**1. Context Standards**

- Learning Communities – organizes adults into learning communities whose goals are aligned with those of the school and district
- Leadership – leaders who focus on continuous instructional improvement
- Resources – resources that support adult learning and collaboration

**2. Process Standards**

- Data Driven – use of disaggregated student data to determine adult learning priorities, adult progress, and help sustain continuous improvement
- Evaluation – use of multiple sources of information to guide improvement
- Research-Based – prepares educators to apply research to decision making
- Design – uses learning strategies appropriate to the intended goal
- Learning – applies knowledge about human learning and change
- Collaboration – provides educators with the knowledge and skills to collaborate

### **3. Content Standards**

- Equity – prepares educators to appreciate and understand all students while holding them to high expectations
- Quality Teaching – deepens content knowledge, provides research-based instructional strategies, and targets varied assessments
- Family Involvement – provides educators with knowledge and skills to involve families and other stakeholders appropriately.

#### **Purpose of Performance Appraisal System for Licensed Staff**

The Performance Appraisal System is a comprehensive system of evaluation and supervision for the purposes of:

- Improving instruction leading to increased student achievement
- Promoting professional growth and staff development
- Assessing and evaluating performance
- Making employment and continuing contract decisions
- Providing structure for supervision
- Identifying need for remediation
- Ensuring accountability
- Encouraging meaningful self-reflection
- Applauding and reinforcing excellence

#### **Licensed Staff**

The Performance Appraisal System for licensed staff is used to evaluate the performance of all licensed staff covered under the Teachers' Terms and Conditions of Employment.