

## **PHILOSOPHY OF PERFORMANCE EVALUATION**

Progress toward instructional excellence is a priority of the Catholic schools of the Diocese of Davenport. Such progress is based on a commitment to professional growth which has, as a key component, evaluation of performance. The process is continuous, constructive, and accomplished in an atmosphere of mutual trust and respect.

The evaluation system for the schools of the Diocese is designed to enable faculty and administrators to:

- Develop trust and confidence between evaluator and evaluatee;
- Clarify expectations and standards;
- Facilitate communication between evaluator and evaluatee;
- Recognize satisfactory and outstanding performance;
- Identify specific areas needing improvement
- Provide staff development to meet needs of personnel
- Motivate professional growth; and
- Provide information needed for personnel decisions.

Throughout the implementation of this process, respect for the dignity of the individual and commitment to the value of justice (as reflected in the incorporation of due process procedures) shall be maintained.