



<i>New Summit Charter Academy</i>	<i>Policies and Procedures</i>
Policy Name:	Evaluation of Staff
Policy Number:	GCN - NSCA
Original Date:	09/15/2018
Last Reviewed:	04/14/2026
Category:	Human Resources
Author:	Executive Director
Approval:	NSCA Board of Directors

Evaluation of Staff

New Summit Charter Academy shall maintain an annual evaluation procedure for all staff to increase student achievement and performance. The evaluation process shall serve as a basis for improving instruction, enhancing the implementation of curriculum programs, measuring personnel's professional growth and development, measuring the level of performance of all teaching personnel, determining satisfactory performance for individual staff according to performance standards, and documenting unsatisfactory performance dismissal.

The measurement of the level of performance for teaching staff shall include, but not be limited to, a standard for measuring performance directly related to classroom instruction and multiple measures of student growth and performance, as of paramount importance. The evaluation document, GCN-NSCA-R1, contains clearly defined categories to communicate performance to personnel. All staff members are to be evaluated annually, and the evaluation results will set forth recommendations for improvement and identify professional development opportunities.

New Summit Charter Academy's teacher evaluations are aligned to the Colorado Teacher Quality Standards and Elements, available on the Colorado Department of Education website. Levels of proficiency for each element are determined by the Colorado Department of Education teacher standards. Data will be reported to the CDE as required from all schools.

Nothing in this policy shall be construed to imply in any manner the establishment of any contractual or personal rights not explicitly established by statute or board policy. Neither shall this policy be deemed or construed to establish any conditions prerequisite to renewal of positions, transfer, assignment, dismissal, or other employment decisions relating to school personnel.

References

CRS Title 22 22-9-106
GCN-NSCA-R1

Revision History

Date	Revision Details	Revised By
09/15/2018	Creation	Board, Executive Director
04/14/2026	Revised/Approved	Compliance, Board