

**Personnel – Certified/Non-Certified**

**APPOINTMENT AND CONDITIONS OF EMPLOYMENT – 4115**  
**EVALUATION 4215**

The Board shall act in accordance with Connecticut General Statutes and/or the respective Collective Bargaining Agreement(s) developed by the Board of Education and the various bargaining unit(s).

All non-certified personnel are on probation for a period of one (1) year from the date of employment or as noted within the respective Collective Bargaining Agreement.

Non-certified personnel shall be formally evaluated twice during the first year of services and once a year thereafter.

Legal Reference: Connecticut General Statutes  
10-145b Teaching certificates  
10-151a Access of teacher to supervisory records and reports in personnel file  
10-151b Evaluation by superintendent of certain educational personnel.  
(amended by PA 04-13 7, An Act Concerning Teachers' Evaluations)  
10-151 c Records of teacher performance and evaluation not public records  
10-220a(b) In-service training. Professional development. Institutes for  
educators. (as amended by PA 15-215)  
Connecticut's System for Educator Evaluation and Development (SEED) state  
model evaluation system.  
"Flexibility to Guidelines for Educator Evaluation" adopted by Connecticut  
State Board of Education, February 6, 2014  
PA 10-111 An Act Concerning Education Reform in Connecticut  
PA 12-116 An Act Concerning Education Reform (as amended by PA 13-  
Cooperative and beginning teacher programs, regulations.  
34 C.F.R. 200.55 Federal Regulations  
Circular Letter C-6, Series 2004-2005, Determining "Highly Qualified"  
Teachers  
Circular Letter C-9, Series 2004-2005, "No Child Left Behind" and Districts'  
**H****igh** **O****bjective** **U****niform** **S****tate** **S****tandard** of **E****valuation** (HOUSSE) Plans.

Adopted 8/27/2004

Revised and Adopted 9/22/2016