

Policy Type: Executive Limitations

Staff Evaluations

EL-6

With respect to evaluation of employees, the Superintendent shall not cause or allow an evaluation system that does not measure employee performance in terms of achieving the Board's *Ends* policies and complying with the Board's *Executive Limitations* policies.

Accordingly, the Superintendent may not:

1. Fail to develop and administer an evaluation system that is designed to:
 - a. Improve instruction;
 - b. Measure professional growth, development, and performance;
 - c. Document unsatisfactory performance as well as excellent performance;
 - d. Link central office administrator performance with multiple measures of district performance;
 - e. Link building administrator performance with multiple measures of school performance;
 - f. Link teacher performance with multiple measures of student performance;
 - g. Assure that scheduled instructional time is used to students' maximum advantage.
2. Fail to implement supervisory procedures for evaluators that ensure an accurate and complete evaluation of each certified or classified employee.
3. Fail to provide to the Board an annual report on the effectiveness of the evaluation system and its alignment with the Board's *Ends* policies.

Adopted: July 12, 2006
Monitoring Method: Internal Report
Monitoring Frequency: Annually in July