Personnel – Non-Certificated Support Staff

Evaluation

Evaluation of non-certificated support staff employees on their skills, abilities, and competence shall be an ongoing process supervised by the Superintendent. The goal of the formal evaluation of non-certificated support staff employees shall be to maintain non-certificated support staff employees who meet or exceed the Board's standards of performance, to clarify each non-certificated support staff employee's role, to ascertain the areas in need of improvement, to clarify the immediate priorities of the Board, and to develop a working relationship between the administrators and other employees.

It shall be the responsibility of the Superintendent to ensure non-certificated support staff employees are formally evaluated annually. New non-certificated support staff employees may be formally evaluated more than once a year. A failure to evaluate in accordance with this policy shall not give the non-certificated support staff employee any claim against the District or affect the non-certificated support staff employee’s at will status.

Legal Reference: Nebraska Code §§ 48-1001 to 48-1009, 48-1101 to 48-1126

Cross Reference: 4200 Non-Certificated Support Staff Employee Qualifications

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