

Staff Evaluation

With respect to evaluation of employees, the Superintendent shall not fail to develop and maintain an evaluation system that measures employee performance in terms of achieving the Board's Ends policies and compliance with the Board's organizational limitations policies.

Accordingly, the Superintendent may not:

1. Fail to develop and administer an evaluation system that:
 - a. links employee compensation with performance
 - b. is designed to improve performance
 - c. documents unsatisfactory performance and excellent performance
 - d. complies with applicable law
 - e. supports the professional growth and evaluation of personnel based on their cultural proficiency, antiracist leadership and progress towards becoming an Antiracist and Multicultural Organization.

2. 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:	February, 2001
Amended:	June, 2006
Amended:	November, 2015
Monitoring Method:	Internal Report
Monitoring Frequency:	Annually in August