

# Board Policy P-10: Personnel Evaluations and Surveys



---

## REFERENCES

[P-10: Administrative Procedures, Personnel Evaluations and Surveys](#)  
[Utah Code Ann. §53G-11-504 et seq., Employee Evaluations](#)  
[Utah Code Ann. §53G-11-501.5 et seq., Educator Evaluations](#)  
[Utah Code Ann. §53G-11-512 et seq., Orderly School Termination Procedures](#)  
[Utah Code Ann. §53G-11-518 et seq., Performance Compensation](#)  
[Utah Admin. Code R277-325, Public Educator Exit and Engagement Surveys](#)  
[Utah Admin. Code R277-531, Public Educator Evaluation Requirements](#)  
[Utah Admin. Code R277-532, Local Board Policies for Evaluation of Non-Licensed Public Education Employees \(Classified Employees\)](#)  
[Utah Admin. Code R277-533 District Educator Evaluation Systems](#)

---

## THE POLICY

The Salt Lake City School District Board of Education recognizes that performance evaluations are a key component of professional development and support the board's mission to provide quality services to its students and the community. Therefore, the board has adopted and implemented multiple programs that the district uses for annually evaluating various employees, administrators, and licensed educators. In accordance with state law, the board exempts temporary employees from the annual review requirements.

The board also recognizes that information collected by educator exit and engagement surveys is valuable in evaluating the working conditions and experiences of district educators. To that end, the district will administer and retain exit and engagement surveys in accordance with state law.

The purpose of this policy is to provide objective, reliable, and valid evaluations and surveys of district personnel in accordance with state law.

The district has set forth its specific processes for implementing this board policy through the accompanying [administrative procedures](#).

No district employee or student shall be subjected to discrimination in employment or any district program or activity on the basis of age, color, disability, gender, gender identity, genetic information, national origin, pregnancy, race, religion, sex, sexual orientation, or veteran status. The district is committed to providing equal access and equal opportunity in its programs, services and employment including its policies, complaint processes, program accessibility, district facility use, accommodations and other Equal Employment Opportunity matters. The district also provides equal access to district facilities for all youth groups listed in Title 36 of the United State Code, including scouting groups. The following person has been designated to handle inquiries and complaints regarding unlawful discrimination, harassment, and retaliation: Tina Hatch, Compliance and Investigations/Title IX Coordinator, 440 East 100 South, Salt Lake City, Utah 84111, (801) 578-8388. You may also contact the Office for Civil Rights, Denver, CO, (303) 844-5695.