

## Board of Trustees

## Douglas County School District      CERTIFICATED STAFF

### EVALUATION OF CERTIFICATED NON-MANAGEMENT PERSONNEL

The primary purpose of evaluation and supervision of certificated personnel is to promote personal growth and competence that, in turn, will result in the improvement of the instructional program and facilitate administrative decisions.

The principal of each individual school has the primary responsibility for the evaluation of certificated personnel assigned to his school. Probationary employees shall be evaluated in the frequency and process required under Nevada Revised Statutes.

#### General Provisions

- a) Frequency of evaluations should be increased for employees whose performance is in question so that supervisory personnel may provide maximum assistance to the individual.
- b) Non-renewal or dismissal recommendations shall be in accordance with Nevada Revised Statutes.
- c) Evaluations shall be on the appropriate forms and follow procedures as approved by the District.

Evaluations need to document the strengths of our employees as well as, areas needing improvement. Assessments that are less than honest and candid serve neither the professional growth of the employee nor the interest of the District in building a staff of highly competent, well-trained personnel.

Compliance with related Nevada Revised Statutes will be maintained by way of Administrative Regulation No. 308.

See Administrative Regulation related to this Policy

Reference: NRS 391.311 – 391.2129

Date Adopted: 08/12/80

Date Revised: 04/11/89

Date Revised: 09/90

Date Revised: 08/15