

**EVALUATION OF NON-LICENSED
ADMINISTRATIVE/PROFESSIONAL/TECHNICAL STAFF**

The Board shall institute and maintain a comprehensive program for the evaluation of all non-licensed administrative/professional/technical personnel.

The purpose of administrative/professional/technical evaluations shall be to assist administrative/professional/technical staff in developing and strengthening their professional abilities, improving leadership effectiveness and measuring professional growth, development and performance.

Non-licensed administrative/professional/technical staff, unless otherwise designated by contract, shall be considered “at-will” employees who serve at the discretion of the Board and shall have only those employment rights expressly established by Board policy. Nothing in this policy shall diminish the district’s ability to employ administrative/professional/technical staff members only for such time as the district is in need of or requests the services of such employees. The district reserves the right to discipline or terminate the employment of an administrative/professional/technical staff employee without regard to the outcome of any past or pending evaluation or whether evaluations have been conducted.

The evaluation process shall provide for:

1. Collaborative planning of job performance objectives by the administrative/professional/technical employee and evaluator.
2. Evaluation in relation to job description and objective accomplishments.
3. Means for self reflection

Adopted June 20, 2012