

CAMBRIAN SCHOOL DISTRICT
Board Policy

Policy 4115.1
Adopted: March 26, 2002
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PERSONNEL

Certificated Performance Appraisals

It is the intent of the District to utilize a comprehensive system of employee performance evaluation, which results in the improved performance of employees relative to their areas of responsibility. Further, the employee evaluation system is intended to commend effective service, to provide clear direction and opportunity to improve for those in need of assistance, and to include due process for all.

Evaluation of employee competence may include an assessment of the following:

- A. The progress of students toward the established standards.
- B. The instructional techniques and strategies used by the employee.
- C. The employee's adherence to curricular objectives.
- D. The establishment and maintenance of a suitable learning environment within the scope of the employee's responsibilities.
- E. The employee's progress toward school and District priorities within the scope of the employee's responsibilities.
- F. Professional duties, responsibilities, and relationships with other District employees, parents and students.

Procedures outlined in the CDTA contract will be used to enhance the employee performance evaluation process.