

Adopted: 1/18/2011
Revised:

Saint Paul Public Schools Policy

403.00

403.00 PERFORMANCE MANAGEMENT AND ACCOUNTABILITY

DEFINITION:

Performance Management is the systematic process by which an organization involves its employees, as individuals and members of a group, in improving organizational effectiveness toward the accomplishment of the mission and goals.

PERFORMANCE MANAGEMENT

The Superintendent shall establish accountability systems at all levels in the organization and report regularly to the Board on implementation progress and results.

In order to ensure effective operation of the school district's programs and ultimately the success of students, district staff will operate within a system of accountability based on performance management.

The Superintendent will ensure that administrators, within their areas of responsibility, implement the following key elements of a performance management system:

- Set goals, aligned with the district's mission, which are specific, measurable, achievable, realistic and timely
- Measure progress toward goals, including individual employee performance reviews, at regular intervals
- Provide implementation support
- Use results to determine appropriate action
- Implement improvements to accelerate progress toward goals

LEGAL REFERENCES:

CROSS REFERENCES:

- 150.00 Policies Incorporated by Reference
- 602.00 Curriculum Development, Instruction and Accountability