

Personnel – Non-Certificated Support StaffEvaluation

Evaluation of non-certificated support staff employees on their skills, abilities, and competence shall be an ongoing process supervised by the Superintendent. The goal of the formal evaluation of non-certificated support staff employees shall be to maintain non-certificated support staff employees who meet or exceed the Board's standards of performance, to clarify each non-certificated support staff employee's role, to ascertain the areas in need of improvement, to clarify the immediate priorities of the Board, and to develop a working relationship between the administrators and other employees.

It shall be the responsibility of the Superintendent to ensure non-certificated support staff employees are formally evaluated annually. New non-certificated support staff employees may be formally evaluated more than once a year. A failure to evaluate in accordance with this policy shall not give the non-certificated support staff employee any claim against the District or affect the non-certificated support staff employee's at will status.

Legal Reference: Nebraska Code §§ 48-1001 to 48-1009, 48-1101 to 48-1126

Cross Reference: 4200 Non-Certificated Support Staff Employee Qualifications

Adopted: July 11, 2005

Reviewed: May 12, 2008, May 11, 2009, May 10, 2010, May 9, 2011, Dec. 12, 2011, Mar. 11, 2013, Feb. 10, 2014, Feb. 9, 2015, Feb. 8, 2016, Feb. 13, 2017, Feb. 12, 2018, Feb. 11, 2019, Mar. 9, 2020, Mar. 8, 2021, Mar. 14, 2022, Mar. 13, 2023, Mar. 18, 2024