

Staff Evaluation

The purpose of staff evaluation is primarily improvement and growth in the employee's work and secondarily, to assist in the service recognition, promotion, non-renewal, disciplinary action, and dismissal of employees. Through observations and appraisal of performance, administrators and supervisors are able to offer the guidance and assistance that permits an employee to improve performance, encourage professional growth, promote positive behavior, and to facilitate attainment of District goals and objectives in order to benefit the students of the District.

Bismarck Public Schools considers staff evaluation as one of the District's important roles in supporting an employee's professional growth. Each staff member will be observed and evaluated according to state law.

Evaluation structures and procedures shall be as objective and uniform as possible, but of necessity will also include subjective assessments as well. Evaluation will be based on actual observation of those practices, behaviors, and conditions which give evidence of the quality of work performance.

All employees shall be evaluated, at least once annually, by the immediate supervisor pursuant to procedures established by the Superintendent. In the case of teachers and administrators, the evaluations shall be conducted in accord with existing statutes.

End of Bismarck Public School District Policy DFA

Reaffirmed: 7/1/2015
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