San Bernardino County Superintendent of Schools
Policy 4315

EVALUATION OF MANAGEMENT EMPLOYEES

Accountability in education begins and ends with human performance.

Performance evaluation for management employees shall be completed by June 30 at least once every two years (with planning and review of goals and objectives every year).

Evaluation is a continuing process and may occur between scheduled periods when supervisor/administrator deems it necessary or at the request of the management employee.

Purposes

1. To provide an opportunity for self-renewal through professional development and innovation.

2. To create continuous and ongoing two-way communication.

3. To permit reflection on individual performance of management competencies and agreed upon unique management responsibilities.

4. To provide continuity and consistency for personnel evaluation.

5. To provide a record of employee work performance.

6. To enhance the effectiveness of our service to ensure that students receive optimum benefits and education.

Approved: October I, 1997
Revised: February' 4, 1998