

Policy Type: Executive Limitations**Staff Evaluation**

With respect to evaluation of employees, the Superintendent shall not fail to develop an evaluation system that measures employee performance in terms of achieving the Board's *Results* policies.

Accordingly, the Superintendent may not:

1. Fail to develop and administer an evaluation system for licensed or certified personnel that is designed to:
 - a. Improve instruction
 - b. Measure professional improvement, development and performance
 - c. Document unsatisfactory performance
 - d. Utilize multiple measures of student performance to drive instruction
 - e. Consider whether instructional time is used to students' maximum advantage
2. Fail to develop and administer an evaluation system for classified personnel that links performance with continued employment
3. Fail to develop and administer an evaluation system for administrative personnel
4. Fail to provide to the Board an annual report on the effectiveness of the evaluation system and its alignment with the Board's *Results* policies
5. Fail to develop and administer a system for initial hiring, evaluating and rehiring of staff for extra-curricular and co-curricular activities sponsored by the school district

Monitoring Method: *Internal report*
Monitoring Frequency: *Annually in April*

Fargo Public Schools Board of Education