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**September 24, 2025, Board Meeting
Trustee Agenda Item Questions & Answers**

Item B-3:

Q: Can we continue to communicate that this is not a guardrail to get rid of people?

A: This is not a guardrail to get rid of people but instead to build them up. We continue to communicate this information any time we have the discussion around effective staff.

Q: Does the use of evaluations for decision making need to be negotiated with labor partners?

A: More information responsive to this question will be provided during the Board meeting.

Q: Do we currently share evaluation information internally when candidates apply for a position?

A: Evaluations are not currently shared. Hiring managers get information for performance or other factors through reference checks.

Q: Is the root cause that we have not communicated the expectation, or that there has not been an expectation to use evaluations?

A: We have never set the use of evaluations to make decisions as an expectation.

Q: Will this process be used to make sure we hold people accountable for not meeting standards after we have provided support for improvement?

A: If employees do not make improvements in identified areas after being provided coaching and support, then yes, accountability is the next step.

Q: Do other public institutions use evaluations because in 25 years in the public sector, I have never been on a panel where we request an evaluation?

A: We will confirm with other districts what, if any, process and documentation they use when making decisions on these specific identified areas.

Q: How will we ensure there is calibration of evaluations across the system?

A: Supervisors will be required to complete supervision and evaluation training and have calibration sessions.

Q: How do we account for situations where employees are being evaluated inaccurately?

A: When monitoring evaluations, we will ensure that the Claim, Evidence, Impact and Judgement (CEIJ) process is being used. Also, ensuring evaluations have actionable feedback for improvement. If this is not happening, we will train or re-train individuals before holding them accountable to the new standard.

Q: Will we be using this same process and standard for consulting contracts?

A: Currently, we are implementing Outcomes Based Contracting as a way to measure and monitor external contracts.

Q: What do we do if an employee hasn't been evaluated in a number of years or at all and they apply for an open position?

A: If they meet minimum requirements for the role, they will move forward in the process. HR is exploring adding a question in the interview process to ask about most recent evaluation to receive information from candidate that can then be verified through reference checks.

Questions received from Trustees Cazares, Jonasson Rosas, and Levine.