



Cache County School District

Policy Series 5000: Personnel

Policy No. 5235

Classified Employee Evaluation

Purpose and Philosophy

The Cache County Board of Education (Board) is committed to an annual evaluation system for classified employees that complies with Utah State Law and USBE Board Rules. Educational Support Professionals (ESP) are critical to supporting learning and to the effective management and operations of the School District. Evaluations and documentation of an employee's job performance is helpful to provide opportunities for improvement and effective communication between the employee and their immediate supervisor.

The Board delegates responsibility to the District Administration to ensure that the evaluation program is reasonable, fair, and based on a process that is valid and reliable in measuring employee effectiveness. The Board authorizes the Superintendent and District Administration to develop procedures consistent with this policy.

Legal References

R277-329 Local School District Board Policies for Evaluation of Classified Employees
Utah Code 53G-11-504m, 53G-11-505; 53G-11-512 through 53G-11-517

Approved by the Board of Education 10/24/24.