

Evaluation Of Support Staff

Support Personnel Evaluation - The administrative and supervisory staff shall be responsible for evaluating the performance of all support (classified) personnel with continually updated processes of evaluation and supervision.

Philosophy and Objectives of Support Staff Evaluation

The St. Joseph Board of Education, administration, certificated and support staffs are committed to the development of the most favorable educational climate possible for the students in the public school system. An effective performance-based evaluation system will assist in achieving this goal. The system must be a cooperative effort among the Board of Education, administration and support staff and must reflect measurable, observable and definable support staff behaviors and ensure quality instruction and performance.

The evaluation process must be continuous, constructive, and non threatening, and should occur in an atmosphere of mutual trust and respect. Only through a cooperative effort can an appraisal process provide positive growth and effectiveness of all support personnel.

The purpose of the performance-based support staff evaluation is to enhance individual achievement by maintaining and improving the quality of performance. To achieve this purpose the evaluation system must provide direction for implementing the job process, measure employee attainment of performance standards and facilitate fair employment decisions.

Evaluation procedures should provide for self-evaluation and performance assessment through line and staff appraisal as provided by Board policy. The Board adopted form, GDN-R, will be used.

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Board Policy Reviewed: August 25, 2006