

Evaluation of Support Staff

The development of a strong, competent classified staff is essential to the smooth functioning of a school system. The Board expects all employees to make continuous efforts to improve their work and expects their supervisors to assist them through supervision and evaluation processes.

The Board of Education delegates to the superintendent or designee the responsibility for developing evaluation procedures for all classified personnel. There will be at least one mid-year review and an end of year written evaluation. If improvement is necessary a mid-year review conference will be held.

Support staff employees shall be considered "at will" employees who serve at the pleasure of the Board and shall have only those employment rights expressly established by Board policy. Nothing in this policy shall diminish the district's ability to employ support staff members only for such time as the district is in need of or desirous of the services of such employees. The district reserves the right to discipline or terminate the employment of a support staff employee without regard to the outcome of any past or pending evaluation or whether evaluations have been conducted.

Adopted: 11/10/94

Revised: 08/21/03, 02/12/15