

**Personnel — NonCertified**

**Supervision and Evaluation**

Employee performance is key to the success of an organization; therefore, effective employee supervision is a primary leadership responsibility for all administrators. A component of supervision is cooperative, continuing, employee evaluation, which serves to:

1. Improve the quality of employee work.
2. Elevate standards of employees' field of work.
3. Help each employee grow personally and in job skills.
4. Assist with administrative decisions on employee retention/dismissal.

The Superintendent shall evaluate or cause to be evaluated all support staff employees. Administrators and teachers share responsibility for developing effective evaluation procedures and instruments and for establishing and maintaining professional standards and constructive attitudes toward staff evaluation.

(cf. 4112.1/4212.1 Provisions of Negotiated Agreements)  
(cf. 4112.6/4212.6 Personnel Records)