

SECTION: ADMINISTRATIVE
EMPLOYEES

FERNDALE AREA SCHOOL DISTRICT

TITLE: EVALUATION OF
ADMINISTRATIVE
EMPLOYEES

ADOPTED: MARCH 21, 2007

REVISED:

| 313. EVALUATION OF ADMINISTRATIVE EMPLOYEES | |
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| 1. Purpose | <p>Evaluation is a continuing process in which the administrative employee and supervisor cooperatively identify strengths and weaknesses in the individual's job performance.</p> <p>The objectives of evaluation are to assess and improve performance, encourage professional growth, promote positive behavior, and facilitate attainment of district goals and objectives.</p> <p>There shall be a plan for regular, periodic evaluation of all administrative employees. The Board shall be informed periodically about the results of those evaluations.</p> |
| 2. Authority | <p>The Board directs that evaluations of administrative employees by the Superintendent be performed at least annually.</p> |
| 3. Delegation of Responsibility | <p>The Superintendent or designee shall develop procedures for the evaluation of administrative staff.</p> <p>Prior to the beginning of the period under evaluation, the Superintendent or designee shall discuss with the administrative employee the criteria to be used for evaluation purposes.</p> |
| 4. Guidelines | <p>Criteria for administrative evaluations may include:</p> <ol style="list-style-type: none"> 1. Individual conferences for evaluation procedures. 2. Employee's self-evaluation. 3. Joint review of job description by the evaluator and employee. 4. Attainment of established goals/objectives. 5. Identification of areas of strength. |

6. Identification of areas of weakness with suggestions for improvement.

7. Opportunity to appeal the results of his/her evaluation.

Each observation shall be followed by a conference between the evaluator and the administrative employee. Both parties to the conference shall sign the evaluation report and retain a copy for their records.

Following the conference, the employee shall have the right to submit a written disclaimer of the evaluation; the disclaimer shall be attached to the report.