

NICASIO SCHOOL DISTRICT

Board Policy

Series 4000: Personnel

BP 4215

CLASSIFIED PERSONNEL

Evaluation/Supervision

The Governing Board recognizes that appropriate supervision and regular, comprehensive evaluations can help employees improve in the performance of their responsibilities, which benefits the district, school, staff and students. Evaluations shall be made in accordance with specific standards of performance as identified in AR 4215.

Evaluations shall be used to recognize the exemplary skills and accomplishments of staff and to identify areas needing improvement. When areas needing improvement are identified, the Board expects employees to accept responsibility for improving their performance. The Superintendent or designee shall endeavor to assist employees to improve their performance and may require participation in appropriate programs. Staff members are encouraged to take initiative to request assistance as necessary to promote effective work performance.

The Superintendent or designee shall ensure that classified employees have access to written rules or procedures related to the evaluation of their performance. (Education Code 45262)

Legal Reference:

EDUCATION CODE

45113 Rules and regulations for the classified service in districts not incorporating the merit system

45261 Subjects of rules (merit system districts)

45262 Printing and distribution of rules

GOVERNMENT CODE

3543.2 Scope of representation

1st Reading: March 12, 2008

2nd Reading: April 23, 2008

Board Approved: June 18, 2008