

Policy Type: Executive Limitations**Staff Evaluation**

With respect to evaluation of employees, the Superintendent shall take reasonable steps to develop and implement an evaluation system that links employee performance with the district's mission statement and belief system, complies with state law and measures employee performance in terms of achieving the Board's *Ends* policies.

Accordingly, the Superintendent may not:

1. Fail to develop and administer an evaluation system for licensed personnel that is designed to:
 - a. **Improve instruction**
 - b. **Enhance the implementation of curricular programs**
 - c. **Measure profession growth, development and performance**
 - d. **Document unsatisfactory performance**
 - e. **Link teacher performance with multiple measures of student performance**
 - f. Link performance with compensation
 - g. Assure that instructional time is used to students' maximum advantage
2. Fail to develop and administer an evaluation system for classified personnel that links performance with compensation
3. Fail to develop and administer an evaluation system for administrative personnel that links performance with compensation
4. Fail to provide to the Board an annual report on the effectiveness of the evaluation system and its alignment with the Board's *Ends* policies.

Adopted: August 8, 2001
Revised: February 22, 2012

LEGAL REFS.: C.R.S. 22-9-101 *et seq.* (licensed personnel performance evaluation act)
C.R.S. 22-63-301 and 302 (8) (grounds for teacher dismissal and burden of proof)

Monitoring Method: *Internal report*
Monitoring Frequency: *May*