

Document Status: Draft Update

Educational Support Personnel

5:320 Evaluation

The Superintendent or designee is responsible for designing and implementing a program for evaluating the job performance of each educational support staff member according to standards contained in Board of Education policies as well as in compliance with State law and any applicable employee handbook [PRESSPlus1](#) ~~collective bargaining agreement(s) or working agreement(s)~~.

Please refer to the applicable collective bargaining agreement(s) or working agreement(s).

For employees not covered by a current applicable bargaining agreement or working agreement(s):

The standards for the evaluation program shall include, but not be limited to:

1. Each employee shall be evaluated annually, preferably before the annual salary review.
2. The direct supervisor shall provide input.
3. The employee's work quality, promptness, attendance, reliability, conduct, judgment, and cooperation shall be considered.
4. The employee shall receive a copy of the annual evaluation.
5. All evaluations shall comply with State and federal law and any applicable employee handbook ~~collective bargaining agreement or working agreement~~.

CROSS REF.: 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:150 (Personnel Records)

PRESSPlus Comments

PRESSPlus 1. Updated in response to a Policy Reference Manual (PRM) five-year review. **Issue 110, October 2022**