

Salinas Union High School District

Classified Personnel

Policy #4215

EVALUATION/SUPERVISION

The Board of Trustees recognizes that appropriate supervision and regular, comprehensive evaluations can help employees to continually improve in the performance of their responsibilities. Evaluations shall be made in accordance with procedures specified in negotiated contracts and based on job-specific standards of performance.

(cf. [4141/4241](#) - Collective Bargaining Agreement)

The Board expects supervisors to gauge employees' on-the-job effectiveness and appraise their major accomplishments and progress in a fair, objective and consistent manner. Evaluations shall address the competence and care with which the employee executes his/her assigned responsibilities. As appropriate, evaluations also may address the extent to which the employee works cooperatively with others, maintains a good attendance record and observes school or District rules and regulations.

(cf. [4219.21](#) - Code of Ethics)

The Superintendent or designee shall ensure that evaluation ratings have uniform meaning throughout the District.

Evaluations shall be used to recognize the exemplary skills and accomplishments of staff and to identify areas needing improvement. When the evaluation indicates areas needing improvement, the Board expects employees to accept responsibility and take initiative to improve their performance. The Superintendent or designee shall assist employees in obtaining needed job skills.

(cf. [4231](#) - Staff Development)

The evaluation shall be dated and signed by both the employee and the supervisor.

(cf. [4112.6/4212.6/4312.6](#) - Personnel Records)

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](#) Distribution of rules

GOVERNMENT CODE

[3543.2](#) Scope of representation

WEB SITES

CSBA: <http://www.csba.org>

California School Employees Association: <http://www.csea.com>

Adopted: 9/9/03 Revised: June 17, 2006