

CENTENNIAL SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: EVALUATION OF
EMPLOYEES

ADOPTED: August 19, 2014

REVISED:

313. EVALUATION OF EMPLOYEES	
<p>1. Purpose</p>	<p>It is the purpose of this policy to ensure that employees are properly evaluated in accordance with Applicable Law and, to the extent allowed under Applicable Law, in accordance with any applicable collective bargaining agreement.</p>
<p>2. Authority SC 510, 1108, 1123</p>	<p>The Superintendent shall ensure that all employees are evaluated and rated no less frequently than annually, and no less frequently than twice annually for Temporary Professional Employees, that all evaluations and ratings are conducted in accordance with Applicable Law, and to the extent permitted by Applicable Law, applicable collective bargaining agreements.</p> <p>The Superintendent shall prepare an evaluative plan to ensure that this policy is implemented.</p> <p>The Superintendent shall report to the School Board in a confidential report to be maintained confidentially the following items:</p> <ol style="list-style-type: none"> 1. The percentage of employees who have been rated in the past year. If any employee(s) has not been rated, the name of the supervisor who has failed to complete the rating shall be given to the Board with a statement of what is being done to ensure that all ratings will be completed on a timely basis. 2. With regard to Professional Employees who are not administrators, the number of employees rated “distinguished”, the number of employees rated “proficient”, the number of employees rated “needs improvement” and the number of employees rated “failing”. 3. With regard to administrators, the number of administrators in each category of rating. 4. With regard to support staff, the number of support staff in each category of rating separated by each employment classification.

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References:

School Code – 24 P.S. Sec. 510, 1108, 1122, 1123

State Board of Education Regulations – 22 PA Code Sec. 19.1 et seq.

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