

The Theresa Hessling Charter School Project
dba San Diego Cooperative Charter Schools
CLASSIFIED PERSONNEL EVALUATION/SUPERVISION

The Board 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.

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 and observes school rules and regulations.

The Principal shall ensure that evaluation ratings have uniform meaning throughout the school.

The Principal 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