

Staff Evaluation

With respect to evaluation of employees, the District Superintendent will 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 *Ends* policies.

Accordingly, the District Superintendent will:

1. 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 professional 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;
 - h. Maximize resources; and
 - i. Enhance professionalism and teamwork among staff members.
2. Develop and administer an evaluation system for classified personnel that ~~links performance with compensation~~ is designed to:
 - a. Improve or support teaching and learning;
 - b. Enhance implementation of curricular programs;
 - c. Measure professional growth, development, and performance;
 - d. Promote and improve communications between the employee and supervisor;
 - e. Provide insight and feedback regarding the employee's performance, including areas of strength, opportunities for growth, and need for improvement;
 - f. Provide recognition for outstanding performance;
 - g. Ensure that consistent procedures and uniform performance standards are used for the evaluation of all employees who hold the same position;
 - h. Explain the responsibilities of the employee and employer in the evaluation process;
 - i. Provide additional information that may relate to personnel decisions.
3. Develop and administer an evaluation system for administrative personnel that links performance with compensation that is designed to:
 - a. Improve instruction;
 - b. Enhance the implementation of curricular programs;
 - c. Measure professional growth, development, and performance;
 - d. Document unsatisfactory performance;
 - e. Link performance with multiple measures of student performance;
 - f. Link performance with compensation;

- g. —Assure that instruction time is used to students' maximum advantage;
 - h. Maximize resources;
 - i. Enhance professionalism and teamwork among staff members;
 - j. Document effective management of the building's resources;
 - k. Ensure appropriate professional development of building staff;
 - l. Provide technology access to every student; and
 - m. Measure the effectiveness of communication with staff, parents, students and community.
4. Provide to the Board an annual report on the effectiveness of the evaluation system and its alignment with the Board's *Ends* policies.

Originally adopted: June 2025

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)
1 CCR 301-87(State Board of Education rules for administration of a system to evaluate the effectiveness of licensed personnel)

Monitoring Method: Internal Report

Monitoring Frequency: October

This will be an addition of a new Board policy.

Sample policy created for Board to review March 2025 based on a sample policy provided by CASB. District did not have a current EL-14 policy so the number was available for use for a new policy. I pulled information for classified personnel from CASB GDO in order to make the classified personnel section similar to licensed staff and administrators.

Administrative Policy- Director Limitations policy DL-6: Staff Evaluation starts out the same as this CASB policy but the recommendation is to delete DL-6 because the policy wording really belongs as a Board policy.

“Link to performance with compensation” is based on a “performance pay plan” and we do not operate under a “performance pay plan.” This wording was in the sample CASB policy and does not apply to SSSD.

Reviewed at Board Workshop April 8. No additional changes requested. Board will go through the process of first and second reading for all EL policies in 2025.