

The Board, in keeping with state law, shall institute and maintain a comprehensive program for the evaluation of all Administrative Personnel.

The purpose of the Administrative Personnel evaluations shall be to assist the Administrator in developing and strengthening their professional abilities, improve the instructional program, enhance the implementation of curricular programs, measure professional growth and development and level of performance of Administrative Personnel and accomplish the effective management of the school system. The evaluation system shall also serve as the measurement of satisfactory performance and documentation for dismissal for unsatisfactory performance.

The evaluation provides for:

1. Cooperative planning of job performance objectives by the Administrator and evaluator.
2. Evaluation in relation to job description and objective accomplishments.
3. Means for self evaluation.

The Board shall consult with the Superintendent when developing the process for evaluation of the Administrative Personnel-

The basic requirement of the evaluation system as it pertains to Administrators shall be:

1. The Board shall require regular evaluation of the Administrators by properly certified supervisors who have administrative certification and education and training in evaluation skills which shall enable them to make fair, professional and credible evaluations of the personnel whom they are responsible for evaluating. Evaluations for building level Administrators shall be completed by and reviewed by the regular board meeting held in February, annually.
2. Evaluations shall be conducted in a fair and friendly manner and shall be based on predetermined written criteria and standards which pertain to the Administrator's position.
3. Standards for satisfactory performance of Administrators and criteria which can be used to determine whether performance meets such standards shall be developed by the Administrative Team and reviewed by the Board of Education.
4. The system shall identify the various methods which will be used for information collection during the evaluation process such as direct observation. All data on which an evaluation judgment is based will be documented and available for the Administrator's review.
5. The evaluation system shall specify the frequency and duration of the evaluation process which will insure the collection of a sufficient amount of data from which reliable conclusions and findings may be drawn.
6. An evaluation document shall be prepared in writing. The evaluation document shall be specific as to performance strengths and weaknesses, specifically identify when a direct observation was made, identify data sources and contain a written improvement plan. The written improvement plan shall be specific as to what improvements if any are needed in performance.

The Administrator concerned shall have an opportunity to review the document with the supervisor who makes the evaluation, and both shall sign it. The evaluation document shall be reviewed by a supervisor of the evaluator whose signature shall appear on it. If the Superintendent is the evaluator, the signature shall be that of the president of the Board of Education.

7. The system shall contain a process which shall be followed when a Administrator's performance is deemed unsatisfactory. In accordance with state law, this process shall provide for a notice of deficiencies, a remediation plan and an opportunity to correct the deficiencies.

The school district shall conduct all evaluations so as to observe the legal and constitutional rights of certificated personnel. No informality in any evaluation or in the manner of making or recording any evaluation shall invalidate the evaluation. No minor deviation in the evaluation procedures shall invalidate the process of the evaluation report.

The Superintendent shall make regular reports to the Board concerning the outcomes of principal evaluations.

Nothing in this policy shall be construed to imply in any manner the establishment of property rights or expectancy or entitlement to continued employment not explicitly established by statute, board policy or contract. Neither shall this policy and/or the evaluation system be deemed or construed to establish any conditions prerequisite relative to renewal or non-renewal of contracts, transfer, assignment, dismissal or other employment decisions relating to school personnel.

Unless an evaluator acts in bad faith or maliciously with respect to the application of a procedure associated with the evaluation process, any misapplication of a procedure, failure to apply a procedure or adhere to a prescribed timeline shall not be an impediment to or prevent the Board from modifying an employee's contract status or assignment under the terms of the employment contract and state law. The content of the evaluation, the ratings given and any improvement or remediation plan shall not be grievable under the district's formal grievance process.

All employment decisions remain with the sole and continuing discretion of the Board of Education, subject only to the conditions and limitations prescribed by Colorado law.

LEGAL REFS: C.R.S. 22-9-101 et seq. (Certificated Personnel Performance Evaluation Act)
 C.R.S. 22-32-126
 C.R.S. 222-63-102
 C.R.S. 22-63-301
 C.R.S. 22-63-302 (8)

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