

MANAGEMENT. SUPERVISORY AND CONFIDENTIAL PERSONNELManagement and Supervisory Evaluation

The Superintendent supports the concept of regular evaluation of the management and supervisory personnel in order to ensure maximum individual effectiveness and to effect high quality programs and services office-wide. Management, confidential, and supervisory personnel are to be evaluated based upon successful achievement of both individual performance objectives and office/department/program goals. In addition, performance evaluations shall, where appropriate, address the following essential skills and abilities:

- a. leadership and vision
- b. creativity
- c. technical expertise
- d. ability to foster a positive work environment
- e. fiscal management
- f. professional demeanor with staff and public
- g. consistency of performance, follow through
- h. ability to effectively supervise others
- i. time management, organization
- j. commitment
- k. ability to assess teaching effectiveness
- l. any other areas identified by the Superintendent

All management and supervisory employees shall be evaluated by their respective immediate supervisors. Due to the nature of the duties and responsibilities of these employees, the immediate supervisors are encouraged to utilize input from a variety of appropriate sources in assessing performance.

The Superintendent shall exercise the right of final review and approval over all proposed goals, assessment processes, and evaluation narratives should a dispute arise between an employee and his/her immediate supervisor.

Legal Reference:

EDUCATION CODE

1293 Certificated employees: contracts

1311 Employment of persons not requiring certification qualifications

44660-44665 Evaluation and assessment of performance of certificated employees