

# Santa Barbara School Districts

## Board Policy

BP 4215

### Personnel

#### EVALUATION/SUPERVISION

The Governing 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 or district rules and regulations.

The Superintendent or designee shall ensure that evaluation ratings have uniform meaning throughout the district.

#### 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

Policy: SANTA BARBARA ELEMENTARY/HIGH SCHOOL DISTRICTS

Adopted: March 8, 2000 Santa Barbara, California