

# SHALER AREA SCHOOL DISTRICT

POLICY 412

EMPLOYEES

SECTION: PROFESSIONAL EMPLOYEES  
TITLE: EVALUATION OF PROFESSIONAL

ADOPTED: September 16, 1998  
REVISED:

## 412. EVALUATION OF PROFESSIONAL EMPLOYEES

1. Purpose            There shall be a plan for regular evaluation of all professional employees of the district.
  
2. Authority        The evaluation plan for professional employees shall be in accordance with SC 1123            the State plan for such purposes or in accordance with Board approval and these guidelines.  
  
The Board directs that the district shall utilize the State approved evaluation form.
  
3. Guidelines        The objectives of the district evaluation plan for professional employees are:
  1. To identify, improve, and reinforce the skills, attitudes and abilities which enable an employee to be effective in achieving district goals.
  2. To identify and suggest ways to improve on weaknesses which prevent an employee from achieving personal goals of the district.

The evaluation plan shall:

  1. Be uniform throughout the district.
  2. Provide for evaluation of all professional employees at least annually.

#### 4. Delegation of Responsibility

The Superintendent shall prepare procedures for the conduct of employee evaluations.