

OLYMPIC ESD 114 BOARD POLICY PERFORMANCE EVALUATION

POLICY 5240

The board recognizes that the professional growth and evaluation of individual employees is important to improve the effectiveness and efficiency of the ESD. Staff are expected to perform the duties identified in their contracts and/or job descriptions, in addition to any other reasonable responsibilities that may be assigned or directed by their supervisor.

The performance of an employee will be annually evaluated by his/her supervisor. The purpose of such evaluations will be to foster the continued growth and development of each employee, improve the employee's performance, and alert the employee to any performance deficits or concerns. Failure to receive a satisfactory evaluation may be cause for immediate termination.

With the exception of administrators, new employees will be receive a 90-day evaluation.

Legal Reference:

RCW 28A.405.900 Certain certificated employees
exempt from chapter provisions

WAC 392-191A-010, 020, 040 Professional Growth and
Evaluation of School Personnel

Date Adopted: October 20, 1988

Revised: October 17, 1996

Renumbered: January 21, 2016, from 3270

Revised: June 15, 2017