

Educational Support Personnel

5:320 Evaluation

The Superintendent is responsible for designing and implementing a program for evaluating the job performance of each educational support staff member according to standards contained in Board of Education policies as well as in compliance with State law and any applicable collective bargaining agreement.

The standards for the evaluation program shall include, but not be limited to:

1. Each employee shall be evaluated annually, unless otherwise determined by contract, preferably before the annual salary review.
2. The direct supervisor shall provide input.
3. The employee's work quality, promptness, attendance, reliability, conduct, judgment, and cooperation shall be considered.
4. The employee shall receive a copy of the annual evaluation.
5. All evaluations shall comply with State and federal law and any applicable collective bargaining agreement.

CROSS REF.: 5:10 (Equal Employment Opportunity and Recruitment from Historically Marginalized Groups), 5:150 (Personnel Records)

Adopted: February 13, 2023

Skokie SD 73.5
