

Monitoring Report - Executive Limitations Policy

EL-6 Staff Evaluations

BOARD POLICY EXPECTATION

With respect to the evaluation of employees, the Superintendent shall not cause or allow an evaluation system that does not measure employee performance in terms of achieving the Board's Ends policies and complying with the Board's Executive Limitations policies.

CERTIFICATION

I hereby present my monitoring report on Executive Limitation Policy EL-6 "Staff Evaluations" in accordance with the monitoring schedule set forth in board policy. I certify that the information contained in this report is true as of June 25, 2024.

Peter Rosenkranz, Superintendent

SUPERINTENDENT'S INTERPRETATION OF POLICY

The policy mandates that the Superintendent must implement an evaluation system for employees that rigorously assesses their performance based on their success in meeting the Board's Ends policies and adhering to the Board's Executive Limitations policies. This means that employee evaluations must specifically measure how well employees contribute to the organization's long-term goals, such as improving student outcomes as outlined in the Board's Ends policies. Additionally, certificated evaluations measure their growth through the Danielson Framework and collaboration with their supervisor to ensure that employee performance is consistently aligned with the organization's strategic objectives, thereby promoting accountability and ensuring that all staff efforts support the Board's established goals and operational boundaries.

REPORT

There are two specific areas described in this policy. The following will address each specific area of EL-6 as best as possible. At the time of this report, I believe that the district is in compliance with the Board's expectations.

1. The Superintendent shall not fail to develop and administer an evaluation system that is designed to:
 - a. Improve Instruction
 - b. Measure professional growth, development, and performance.
 - c. Document unsatisfactory performance as well as distinguished.
 - d. Assure that scheduled instructional time is used to students' maximum advantage.

IN COMPLIANCE

An effective evaluation system is essential for fostering a culture of continuous improvement and excellence within the organization. By systematically measuring professional growth, development, and performance, the system not only identifies areas where employees excel, but also pinpoints opportunities for targeted professional development, ensuring that staff continually enhance their skills and adapt to evolving educational demands. Thoroughly documenting both unsatisfactory and distinguished performance provides a comprehensive view of each employee's contributions and areas needing improvement, forming a solid foundation for personalized support and recognition.

2. The Superintendent shall not fail to implement supervisory procedures for evaluators that ensure an accurate and complete evaluation of each certified and classified employee.

IN COMPLIANCE

The processes we have in place are through the Human Resources Department. We currently have procedures for evaluations that ensure an accurate and complete evaluation of each employee is conducted. Each year we establish student growth goals and utilize our October in-service day as an opportunity to review data, reflect on our practice, and develop student growth goals. Once that is in place we can coordinate necessary professional development for teacher teams.