

1.0 POLICY:

The Board recognizes that a program of employee evaluation is conducive to improvement in the educational program and the quality of services provided by all District personnel. Evaluations shall serve as positive tools in addressing areas where an employee exceeds the requirements of his/her job description, as well as opportunities for improvement the employee may have. The purpose of evaluation is improvement of the teaching/learning process and services provided directly or indirectly in support thereof.

The superintendent is instructed to establish a program of employee evaluations with the involvement of administration and employees who are representative of those groups affected. It is the Board's intent that procedures used be objective and as uniform as possible.

Evaluations shall be reviewed at least annually and shall be in compliance with Oklahoma statutes, negotiated agreements, and the MetroQuest performance excellence plan.

2.0 LEGAL REFERENCE: 70 O.S. § 6-101.10 et seq.

3.0 CROSS REFERENCE: N/A

4.0 REVISION HISTORY:

<u>Date:</u>	<u>Revision</u>	<u>Description of Revision:</u>
August 8, 1994	A	Adopted
July 14, 1986	B	Revised
May 8, 1995	C	Revised
September 22, 2003	D	Reformatted
December 15, 2003	E	Legal references reviewed and revised as necessary
November 22, 2004	F	Revised; posted for adoption

5.0 PCF FRAMEWORK #: 6.3.2 Manage employee performance

***** End of Policy *****