

MANAGEMENT PERFORMANCE EVALUATION

The personnel evaluation procedures of the Fullerton Joint Union High School District are intended to identify, reinforce, and improve (as needed) skills, attitudes, and abilities that result in the achievement of District and/or division goals and objectives.

The evaluation plan shall:

- A. Establish a procedure by which long range goals of the school district can be translated into goals for effective performance for individual management personnel.
- B. Involve all management personnel in the mutual planning of defined goals, objectives, and standards; encourage management personnel to integrate their own professional goals and objectives with those of the school district by means of such mutual planning; encourage innovative and productive practices for achieving objectives.
- C. Establish a performance evaluation plan in which the results of individual accomplishment to be assessed are determined prior to evaluation and are based upon the administrator's approved job description.
- D. Evaluate overall and specific performance in terms of the:
 - 1. Results objectives which apply to long range school and District goals;
 - 2. Results objectives which apply to site, program, and/or departmental goals;
 - 3. Management skill factors including skills in planning, organizing and decision-making;
 - 4. Leadership skill factors including interpersonal and community relationships which enhance mutual trust, confidence and respect, and maintain effective working relationships;
 - 5. Personal and staff development.
- E. Movement to higher steps on the management team salary schedule shall be based on demonstrated competency. Such salary advancement is a recognition of growth and successful service and shall not be automatically based on years of service. An individual administrator shall advance a step only when his/her performance has been evaluated as satisfactory.
- F. The Superintendent shall establish regulations to implement the performance evaluation program including provisions for promotion, transfer, demotion, or dismissal, based but not limited to, on the assessment of overall performance.

Policy adopted:

February 6, 1978; November 29, 1982