



**SP 4115
July 1, 2017**

EVALUATION/SUPERVISION - CERTIFICATED

The Santa Cruz County Superintendent of Schools designates the Director of Human Resources to be responsible for the development and administration of uniform procedures for a systematic periodic evaluation of all certificated and classified employees in accordance with the California Education Code and negotiated contracts. Evaluations serve to hold staff accountable for their performance.

The evaluation for each certificated employee shall be made on a continuing basis. Evaluations shall recognize the exemplary skills and accomplishments of employees and to identify areas needing improvement. When areas needing improvement are identified, it is the responsibility of employees to perform satisfactorily, fulfill their duties, and improve their performance. Reasonable support shall be provided by the Santa Cruz County Office of Education to assist employees in improving their performance and may require participation in appropriate programs. Employees are encouraged to take the initiative necessary to promote effective improvements.

LEGAL REFERENCE

EDUCATION CODE

44660: Evaluation and Assessment of Performance of Certificated Employees

44665: Employing Authority