

[] Required
 [**X**] **Local**
 [] Notice

STAFF EVALUATION

The BOCES Board believes that the regular, rigorous and meaningful evaluation of staff in accord with statute and regulation is necessary to improve the achievement of students and the efficiency of BOCES programs and operations.

Administrators

All administrators in the BOCES shall be evaluated annually by the District Superintendent or designee(s) in accordance with any applicable statute, regulation or collective bargaining agreements.

Certificated Employees

All certificated employees shall be evaluated annually by the District Superintendent or designee(s) in accordance with any applicable statute, regulation or collective bargaining contracts and the BOCES Professional Performance Review Plan.

Classified Civil Service Staff Covered by a Collective Bargaining Agreement

Classified Civil Service staff shall be evaluated annually in accordance with any applicable collective bargaining agreement. The District Superintendent shall ensure that all required evaluations take place.

Staff Not Covered By a Collective Bargaining Agreement

All employees not covered by a negotiated collective bargaining agreement shall be evaluated in writing annually.

All evaluations will be subject to review of the appropriate Assistant Superintendent, Division Director and/or District Superintendent. The employee shall be permitted to respond to the evaluation in writing. The evaluation document and the employee's written response, if any, will be placed in the employee's personnel file. A copy of all evaluations shall be furnished to the employee.

Cross-ref: 9700, Staff Development

Ref: 8 NYCRR §100.2(o)(2) (Professional Performance Review Plans)

Adoption date: