
AURORA PUBLIC SCHOOLS
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APS Code: GCOC

EVALUATION OF ADMINISTRATIVE AND PROFESSIONAL/TECHNICAL STAFF

Purpose of Evaluation

The administrator and professional/technical performance evaluation system should assist in creating positive working relationships among members of the Board of Education and administrative and professional/technical staff by clarifying and accommodating the responsibilities of the Board and the professional needs of staff as described below.

To accommodate the responsibilities of the Board of Education, the evaluation system should:

1. assure that Board policies, programs, and goals are carried out as intended;
2. clarify staff duties and responsibilities to the district; and
3. improve the overall quality of administrative and professional/technical staff in the district.

To accommodate the professional needs of administrators and professional/technical staff, the evaluating system should:

1. identify and reinforce strengths in staff performance;
2. identify and assist in the elimination of weaknesses in staff performance;
3. direct staff into appropriate avenues of professional growth; and provide ample warning and assistance prior to termination when appropriate and feasible.

Frequency of Evaluation

Administrators and professional/technical staff shall be evaluated annually. More frequent evaluations may be initiated at the discretion of the supervisor.

Nothing in this policy shall limit the authority of the Board of Education to demote or terminate any administrator or professional/technical employee as authorized by Colorado Revised Statutes.