

## Personnel

**SUBJECT: EVALUATION OF PERSONNEL: PURPOSES**

The Board believes the performance of all professional staff members should be periodically reviewed as part of an overall design to ensure the competence of the professional staff.

The Superintendent of Schools will develop a program for the review of professional staff performance to promote the improvement of instruction and to provide objective evidence for employment and personnel decisions.

The program shall be characterized by notice to the staff of performance expectations, identification of specific improvement needs, opportunities for improvement and where performance continues to be sub-standard, initiation of disciplinary or dismissal procedures.

Procedures used in the evaluation process are terms and conditions of employment and as such are to be negotiated with appropriate bargaining unit agents. Professional staff members are to be consulted in the development of performance criteria and standards, but said criteria and standards are not to be collectively bargained.

8 New York Code of Rules and Regulations  
(NYCRR) Section 100.2(o)

Adopted: 1/18/03