

POLICY GCO

Board of Education Las Cruces Public Schools

Related Entries: GCO-R
Responsible Office: ~~Associate Superintendent for Operations~~ **Human Resources**
Applicable To: Union Certified Employees Union Classified Employees Non-Union Employees
 All Employees

EVALUATION OF STAFF

I. PURPOSE

The purpose of policy GCO is to ensure that staff evaluations are conducted annually and through an appropriate process.

II. BACKGROUND

The Board of Education is committed to employee performance evaluation processes to improve the quality of ~~his/her~~ **their** performance, to promote professional growth among all school district employees and to advance the quality of education in the school district.

III. POSITION

- A. This **p**olicy applies to all district employees (faculty and staff), unless specifically preempted by the provisions of an applicable collective bargaining agreement covering the district employee. The district employee is directed to the provisions of the applicable collective bargaining agreement on this topic for further guidance and possible changes or additions to this Policy as applied to the district employee.
- B. Each LCPS employee shall be evaluated annually by ~~his/her~~ **their** immediate supervisor, in accordance with state law, **PED regulations, applicable collective bargaining provisions, and district policy and/or regulation.** ~~§22-10A-19 NMSA 1978, district policy and/or New Mexico Administrative Code, NMAC 6.69.2-7.~~
- C. Each evaluation shall be conducted using the appropriate forms, as provided by the LCPS Human Resources Department.
- D. The Superintendent **or Designee** shall promulgate regulations for the enforcement of this policy.

REVIEW

This policy shall be reviewed on an ongoing basis in accordance with the Board of Education policy review process.

Board of Education, President

~~November 16, 2010~~

Date Approved

History: Formerly Policy 228 (Employee Evaluations), Revised 11.22.95; Revised 10.17.00; 11.16.10 (rescinds #228 Employee Evaluations)

Legal Reference: §22-10A-19 NMSA 1978; NMAC 6.69.2-7