

PERSONNEL EVALUATION AND TRAINING

Model School Board Policy

The Board is responsible for the employment of all District personnel. To carry out this responsibility, it delegates to the Superintendent the function of developing professional staff job descriptions. The Superintendent is responsible for implementing a program of personnel assessment that identifies specific criteria and a systemic procedure to evaluate professional staff members.

To achieve this responsibility, the Superintendent shall execute an annual personnel assessment. The purpose of the annual personnel assessment is to:

1. Confirm District personnel are knowledgeable of state and federal laws and regulations;
2. Assess whether District personnel are complying with state and federal laws and regulations;
3. Determine if District personnel activities and services are meeting the goal of improving District programs, services and student outcomes; and
4. Ensure the continuous improvement of administrative and supervisory services provided to professional staff members, including professional development opportunities for career advancement.

The annual evaluation program shall also aim to identify specific areas in which individual professional staff members need improvement so that appropriate assistance may be provided or arranged for. Staff members shall be provided access to any written supervisory report and/or comments relating to the annual assessment. Upon request, staff members shall be provided with access to and a copy of any documents relating to job performance that will be placed in their personnel files.



Legal Analysis

Under Wisconsin law, School Boards are required to evaluate, in writing, the performance of all school personnel at the end of their first year and at least every third year thereafter. *See Wis. Stat. § 121.02(1)(q)*. This model policy expands upon that requirement in an effort to prioritize student achievement and ensure compliance with state and federal laws and regulations. School Boards also have a duty to advise school teachers and administrative staff regarding the instruction, government and progress of students and exercise general supervision over schools. *See Wis. Stat. § 120.12*. Employees are entitled to inspect any personnel documents and may request all or any part of his or her records. *See Wis. Stat. § 103.13(1)*.

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