

Downey Unified School District
CERTIFICATED PERSONNEL

EVALUATION

BP 4117

It shall be the policy of the Board of Education to require a uniform system of evaluation for all certificated employees. The purpose of evaluation is to improve the competence and effectiveness of the staff and thereby improve the quality of the educational program. The basis for this comprehensive program shall be the District's Philosophy of Education and Goals of Education.

Evaluation and assessment of employee competence shall include but not be limited to consideration of

1. Student progress toward the established standards.
2. Performance of those non-instructional duties and responsibilities including supervisory and advisory duties as assigned.
3. The establishment and maintenance of a suitable learning environment.

Employees shall also be evaluated on the consistency of their attendance patterns.