Policy 4440.4
School Board

HUMAN RESOURCES

Duties, Responsibilities, and Rights of Employees

Performance Assessments and Evaluations

This policy supersedes Policy 4440.3.

I. PURPOSE

To establish the requirement and philosophical basis for employee performance assessments and evaluations.

II. SUMMARY OF CHANGES

- A Philosophy section was added.
- The Requirement and Basis for Evaluation section was renamed Objectives.
- Legal references and applicable regulation references have been added.

III. PHILOSOPHY

The Fairfax County School Board recognizes that employees benefit from timely and appropriate feedback.

IV. OBJECTIVES

Performance assessment and evaluation shall provide the basis for recognizing employee accomplishments, improving individual performance, and identifying professional growth activities. Evaluation shall be used, along with other factors, in decisions regarding promotions, terminations, or continuation of employment. Evaluations are a collaborative endeavor between the evaluator and the employee.

Legal References:

Code of Virginia. Sections 22.1-70, 22.1-78, 22.1-294, 22.1-295, 22.1-303, 22.1-253.13:5, 22.1-253.13.13:7 and 22.1-276.2.

Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers (Virginia Board of Education as approved March 18, 2021).

Guidelines for Uniform Performance Standards and Evaluation Criteria for Principals (Virginia Board of Education as effective January 10, 2020).

See Current Version Of:

Regulation 4440, Performance Assessments and Evaluations
Regulation 3355, Thomas Jefferson High School for Science and Technology
Regulation 4220, Maintenance and Disclosure of Personnel Information and Files
Regulation 4293, Dismissal–Definition of Just Cause
Regulation 4429, Conduct and Discipline–Support Employees
Regulation 4461, Grievance Procedure–Contracted/Licensed Professional Personnel
Regulation 4462, Grievance Procedure–Operational Employees
Regulation 6701, Records Management Program

Policy adopted:	July 1, 1986
Revised:	July 23, 1998
Reviewed:	December 8, 2006
Reviewed:	September 12, 2013
Revised:	February 26, 2026

FAIRFAX COUNTY SCHOOL BOARD