Policy 4440.~~3~~4
School Board

HUMAN RESOURCES

Duties, Responsibilities, and Rights of Employees

Performance Assessments and Evaluations

This policy supersedes Policy 4440.~~2~~3.

I. PURPOSE

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

II. SUMMARY OF CHANGES

~~This policy has been reviewed, and there are no changes at this time.~~

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

III. PHILOSOPHY

The Fairfax County School Board ~~affirms~~recognizes that employees benefit from timely and appropriate feedback. ~~affirms that written evaluation of the effectiveness of all employees shall be required~~.

IV. ~~REQUIREMENT AND BASIS FOR EVALUATION~~PROCEDURES OBJECTIVES

~~Written evaluation of the effectiveness of all employees shall be required. This~~ 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.

~~RESPONSIBILITIES~~

~~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, 22.1-253.13:7 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).

~~Code of VA 22.1-253; 22.1-308 et seq; 22.1-302~~

~~See Current Versions~~:

Cross References: 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
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Reviewed: December 8, 2006
Reviewed: September 12, 2013

FAIRFAX COUNTY SCHOOL BOARD