

### **Oversight of Support Staff Evaluations**

The Board of Directors, in consultation with the Principal shall institute and maintain a process for the evaluation of the job performance of the support staff. A formal, written evaluation will be undertaken of all support staff by the Principal or designee no less than once per school year. This formal evaluation will include but not be limited to such items as salary, performance reviews, job skills, parent input, Core Knowledge expertise (if applicable), classroom skills (if applicable), areas for improvement, and goals for the following year.

The primary purpose of the support staff evaluations shall be to assess their effectiveness in performing their duties in accordance with TPCA goals and policies. The results of such evaluations may be used in decisions relating to salary, retention, and may also be used to assist the individual in improving and developing skills necessary for effective performance of their duties.

Nothing in this policy shall be deemed or construed to assure, create, or imply in any manner any right to employment, renewal of employment contracts, alteration of "at will" employment status, or modification or extension of any of the terms of any contract entered into between any staff member and TPCA, including, without limitation, any condition, prerequisite, procedure, or similar factors relative to non-renewal of contracts, transfer, assignment, dismissal, allocation or responsibilities and duties, or any other matter. All employment decisions shall remain within the sole and continuing discretion of the TPCA Board of Directors, subject only to applicable Colorado and Federal law.

Approved: November 29, 1999