

**- CLASSIFIED PERSONNEL -****Classified Personnel Evaluation**

EMPLOYEE'S NAME \_\_\_\_\_ SCHOOL YEAR \_\_\_\_\_

WORKSITE/SCHOOL \_\_\_\_\_ SUPERVISOR \_\_\_\_\_

**POSITION:**☐ BUS DRIVER☐ SCHOOL NUTRITION EMPLOYEE☐ CUSTODIAN☐ MAINTENANCE PERSONNEL☐ INSTRUCTIONAL ASSISTANT☐ BUS MECHANIC☐ CLERICAL PERSONNEL☐ OTHER, SPECIFY \_\_\_\_\_**EXPLANATION OF THE SCALE:****EXCELLENT (E)**

SATISFACTORY (S)

UNSATISFACTORY (U)

IMPROVEMENT NEEDED (IN)

NOT APPLICABLE (NA)

**JOB KNOWLEDGE:**

Evaluate skill/knowledge of the information, procedures, materials, equipment, techniques, etc., required for the position.

- (a) Has necessary skills to complete tasks required in current job.
- (b) Understands and completes all records, reports, and documents required.
- (c) Has working knowledge of equipment/material that is necessary for completion of assigned task.
- (d) Attends appropriate in-service programs.
- (e) Adheres to Board policies.

Comments: \_\_\_\_\_

<b>E</b>	<b>S</b>	<b>IN</b>	<b>U</b>	<b>NA</b>

**PRODUCTIVITY AND QUALITY OF WORK:**

Rate the completion, accuracy, timeliness, and volume of work.

- (a) Completes the required tasks.
- (b) Completes tasks accurately.
- (c) Completes tasks in a timely manner.
- (d) Uses proper safety measures when working.
- (e) Takes initiative in seeking and completing tasks without supervision.

Comments: \_\_\_\_\_

<b>E</b>	<b>S</b>	<b>IN</b>	<b>U</b>	<b>NA</b>

**Classified Personnel Evaluation****RESPONSIBILITY, DEPENDABILITY, AND ATTENDANCE:**

Consider efforts to ensure the successful completion of tasks, extra efforts made to meet work demands, attendance, dependability, and general assistance.

- (a) Uses discretion with confidential or privileged information.
- (b) Follows directions.
- (c) Uses good judgment in performing responsibilities.
- (d) Organizes work responsibilities and sets priorities.
- (e) Has a good attendance record.
- (f) Reports to work punctually.
- (g) Returns to work from break and/or lunch punctually.

S	IN	U	NA

Comments: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**INTERPERSONAL RELATIONS:**

Consider relationships with other employees, students, and the community, and willingness to perform required duties and to help others accomplish tasks.

- (a) Deals with students and parents in a positive, constructive manner.
- (b) Deals with colleagues and supervisors in a positive, constructive manner.
- (c) Cooperates in accomplishing school and District goals and objectives.
- (d) Handles problems in a constructive and fair manner.
- (e) Works through line/staff relationships when addressing problems.
- (f) Offers differing opinions in a constructive and helpful manner.
- (g) Demonstrates effective written and verbal communication skills.

S	IN	U	NA

Comments: \_\_\_\_\_

\_\_\_\_\_

**SUMMARY**

Overall job performance on applicable items.

S	IN	U	NA

**Classified Personnel Evaluation**

Overall, does the employee meet the designated performance standards? ☐ Yes ☐ No

Comment: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Growth and Development: Activities in which the employee has participated which could increase job effectiveness. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Improvement in the areas noted on this evaluation can be achieved by the following:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**This review has been discussed with the employee who has been given a copy. Signatures acknowledge completion of the evaluation and not necessarily agreement.**

\_\_\_\_\_  
*Employee's Signature*

\_\_\_\_\_  
*Date*

\_\_\_\_\_  
*Supervisor's Signature*

\_\_\_\_\_  
*Date*

Employee's Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**RELATED PROCEDURE:**

03.28 AP.22

Review/Revised:6/24/09