

DIOCESE OF DES MOINES
Catholic Schools Policies/Regulations

STAFF PERSONNEL

Appraisal/Evaluation

The main purpose of staff job appraisal/evaluation is the professional and spiritual growth of personnel in order to better form students as disciples and learners. Therefore, it is essential that personnel be afforded the right and opportunity to be properly appraised/evaluated.

It shall be the policy of the Diocesan Catholic Schools Board that the employees of the Catholic schools in the Diocese of Des Moines be evaluated through an ongoing process to collect data for formative and summative purposes. The processes and instruments should be made available to all licensed personnel and the local board of education/school board.

All licensed school personnel shall be appraised/evaluated by a licensed, trained evaluator using the approved Catholic Schools Office procedures and instruments.

While the primary purpose is for growth and improvement, the process may result in the non-renewal or termination of a contract or employment. (272-IAC33)

Policy Adopted: March 19, 1979

Policy Revised: January 21, 2019