

Pursuant to 22-10A NMSA 1978, all employees of the Lordsburg Municipal Schools shall be formally evaluated each year pursuant to procedures developed and implemented by the superintendent and approved as required by the Public Education Department. The primary purpose of the employee evaluation is to promote professional growth and development. The formal evaluation instrument will serve as the primary basis for re-employment decisions made.

Administrators shall be responsible for conducting annual performance evaluations for all personnel assigned to them, as determined by the superintendent. Personnel assigned to more than one campus shall be evaluated by a designated administrator.

In order to assist principals in doing better jobs and improving their leadership and management skills, the superintendent shall implement procedures whereby evaluative input for school principals is collected from staff members, to include at least all professional staff, compiled, and shared with each principal, to occur in a manner that protects the confidentiality of the specific staff members providing input. Staff input shall be used in good faith and will constitute one component of each principal's annual evaluation.