The Superintendent shall be responsible for the employment, review and support of high-quality, high-performing district staff.

<table>
<thead>
<tr>
<th>Superintendent Will:</th>
<th>Evidence Requested</th>
<th>Evidence Accepted</th>
<th>% Complete</th>
<th>Expected Completion Date</th>
<th>Follow-Up Review Date</th>
<th>In Compliance</th>
</tr>
</thead>
</table>
| Develop and administer a high quality hiring process that includes:  
  a. A current job description including any supervisory responsibilities  
  b. screening for qualifications  
  c. conducting an interview that requires demonstration of skill level  
  d. thorough reference checking | *Sample of job description from each category of employee, including progress toward 100%  
*District hiring process  
*District Interview Questionnaire Template | | | | | X |

Develop and administer an ongoing effective evaluation system designed to:  
  a. Measure performance of specific job descriptions, assigned duties and professional goals  
  b. Document distinguished performance  
  c. Document and address unsatisfactory performance through the evaluation process and personnel actions  
  d. Improve instruction and growth in student learning when applicable  
  e. Measure performance in alignment with the vision and goals of WSD | *Executive sessions regarding personnel issues  
*EOY Summary report showing # ttl staff by school, % eval, % of distinguished, proficient, basic & unsatisfactory performance within each employee group (certificated, classified, administrative)  
*EOY summary report of school principal evals  
*Annual review of Employee group contracts for eval language aligned with policy governance | | | | | X |

Develop and implement an ongoing training system:  
  a. Maintain an induction program for new employees  
  b. Provide on-going district-directed professional development  
  c. Provide for the development of supervisory evaluation skills and procedures | *Report showing ttl # of new staff, % participation in induction program  
*Mentor program overview  
*Agenda for training/orientations  
*Monthly schedule of ongoing certified/classified training  
*Level of participation in apprenticeship programs  
*Report that lists student teachers assigned to WSD "Grow your own" model  
Evidence of training for supervisors on new evaluation model for certificated and classified | | | | | X |