

Human Resource Department



Dos Palos Oro Loma Joint Unified School District
January 16, 2025

District Goals for Staffing

In support of the Dos Palos Oro Loma's JUSD principles, values, and vision, it is the mission of the Human Resources Department to support the total operation in meeting its goals through its most valuable resource - its **PEOPLE**.

Goal 1: Recruit, Selection, and Retention of Staff

Goal 2: Compliance with Employment Laws

Goal 3: Performance Management

Goal 3: Performance Management (Evaluations)

Key aspects of school evaluations:

1. Identifying needs:

Evaluations help pinpoint areas where employees may be struggling and require additional support, which allows for targeted interventions.

2. Monitoring employee performance:

By monitoring employee performance over time through evaluations, the district can assess whether their efforts are effective and if the employees are making adequate progress towards district goals.

3. Informed, data driven decision making:

Data from evaluations can be used to adjust curriculum, teaching methods, task completions, and pacing to better meet the needs of individual students and staff.

4. Accountability and district wide improvement:

District-wide evaluations can be used to assess overall performance, identify areas for improvement, and demonstrate accountability to the employees, administrators, and the

Certificated and Classified Evaluations as of 11/30/2024

	Total Scheduled for Evaluation 2024-2025	Probationary Permanent Due/Completed 11/30/2024	Probationary 2 Due 2/1/2025	Permanent Due 5/1/2025
Classified	157	25	10	122
Certificated	84	33	32	52
Classified Management	8	1	0	7
Certificated Management	9	Mid-term Review	0	9



Together Everyone Achieves More