

## **Policy Title: Evaluation of Supervisors**

**Impact:** Supervisors

**Responsibility:** Human Resources

**Effective Date:** 1/28/1997

**Revised Date:** 2/24/2021

**Reviewed Date:**

**Relates to Procedure(s):** 3.09

**Legal Citation(s):**

---

### **Policy Narrative:**

The purpose of the Evaluation of supervisors is to continuously improve the quality of management at North Idaho College by assessing both the performance of supervisors and the systems and processes in which they function.

In order to achieve the goals and mission of the college, it is imperative that supervisors be held to a high standard of leadership. Community Inquiry is the process by which a supervisor receives confidential feedback from the people with whom they work thereby increasing the effectiveness of their leadership. This is also commonly known as a 360-evaluation. These evaluations provide tools for helping supervisors improve not only their performance, but the work environment and, therefore, the performance of direct reports.

Newly hired supervisors will be evaluated each year for the first two years; thereafter, each supervisor will be evaluated every two years. The reports from the Community Inquiry will be placed in the supervisor's employment file.

The presidential evaluation process is administered by the Board of Trustees as established in Policy 2.02.02.