

Utrust Five Star Awards Program For Excellence in Employee Management



Purpose. The purpose of this program is to encourage local school boards to achieve excellence in employee management and to recognize any school board that meets a challenging set of standards of excellence in employee management.

Standards. The following standards represent excellence in school district employment practices:

- Standard 1** The system utilizes proper decision making in the renewal process for probationary teachers, and has not chosen to non renew all probationary teachers.
- Standard 2** Works with each employee to set written, measureable annual objectives.
- Standard 3** Provides supervision and employee development for each employee to improve performance.
- Standard 4** Performs annual evaluation based upon the job description and the annual objectives.
- Standard 5** Recognizes and expresses appreciation of all school employees annually.

Procedures. Each board that meets at least three standards will be designated as a Utrust 3, 4 or 5 Star School System respectively. Each winner will receive:

1. An award presented to the board.
2. Attendance of a trustee or staff member at a local board meeting to present the award.
3. A news release sent by Utrust to the local media.
4. Posting of award status on the Utrust website for the following year.