

PROBATIONARY AND TRIAL SERVICE

This policy applies to all non-Washington Management Service employees who are not subject to a collective bargaining agreement.

The interest of the Washington School for the Deaf (WSD) and those that it serves is best promoted when we provide the optimum circumstance for the initial learning and orientation for employees appointed to new positions. Probationary and trial service periods provide employers with opportunities to observe and evaluate an employee's skills, abilities, working subject knowledge and future potential during the first months of employment or appointment to a new position. Flexibility in the length of probationary and trial service periods allows for the ability to accommodate various circumstances and to provide an employee additional training or mentoring in order to meet the performance expectations of the position.

All WSD business practices and processes shall comply with federal and state laws.

The WSD Board of Trustees directs the Superintendent to establish a procedure regarding the implementation and deployment of employee probationary and trial service periods.

Adoption Date: October 20, 2005