

## Policy 8.7

<b>POLICY TITLE:</b>	<b>SUPERVISION AND ANNUAL PERFORMANCE EVALUATION</b>	<b>POLICY # 8.7</b>	<b>REVIEW DATES</b>	
<b>Topic Area:</b>	<b>HUMAN RESOURCES</b>	<b>ISSUED BY:</b> Chief Executive Officer  <b>APPROVED BY:</b> Board of Directors	6/17/15	9/23/15
<b>Applies to:</b>	<b>LRE STAFF</b>		9/23/2015	11/1/2016
			11/27/17	6/11/18
<b>Developed and Maintained by:</b>	LRE CEO & LRE Human Resources		7/1/25	
<b>Supersedes:</b>	N/A	<b>Effective Date:</b> 1/15/2015	<b>Revised Date:</b> 7/1/2025	

### I. PURPOSE

To establish policy and procedures by which regular supervision and annual performance evaluations will occur at the Lakeshore Regional Entity.

### II. POLICY

With the exception of the Chief Executive Officer (CEO), all Lakeshore Regional Entity employees will receive regular supervision and an annual performance evaluation.

The CEO will receive their supervision and evaluation from the Lakeshore Regional Entity's Board of Directors as per their mutual agreement.

### III. APPLICABILITY AND RESPONSIBILITY

This policy and applicable procedures apply to all LRE staff, including the CEO.

### IV. MONITORING AND REVIEW

This policy will be reviewed annually by the LRE Chief Executive Officer or their designee.

### V. DEFINITIONS

N/A

### VI. REFERENCES AND SUPPORTING DOCUMENTS

LRE Supervision Form  
 LRE Performance Appraisal Form  
 LRE Supplemental Performance Appraisal Form Instructions  
 LRE Employee Handbook

### VII. RELATED POLICIES AND PROCEDURES

### VIII. CHANGE LOG

Date of Change	Description of Change	Responsible Party
7/1/2025	Minor language revisions; Procedure removed	Human Resources Representative