



10.3. Performance Counseling. Performance counseling is intended to increase an employee's efficiency and value to the District by improving the employee's conduct, attitude, habits, or work methods. A counseling session between the employee's supervisor and the employee on the subject of the employee's conduct and performance, or their failure to observe a guideline, rule, regulation, or administrative instruction. It is intended to increase an employee's efficiency and value to District by changing the employee's conduct, approach, habits, or work methods. Following the counseling session, the supervisor should document the discussion in writing. In the event that counseling is ineffective, management is likely to decide that an employee is not suited to employment at the District.