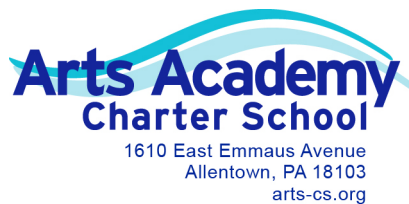


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Board Policy 7.3.1

Annual Evaluation of Executive Director

Annual evaluation of the performance of the Executive Director is a Board responsibility. In carrying out this responsibility, the Board recognizes that the Executive Director is entitled to such a review in an objective and straightforward manner so that leadership of the school may be as effective as possible.

The Board shall evaluate the performance of the Executive Director annually and at any time such action is prudent.

Evaluation criteria may include:

1. Executive Director's self-evaluation.
2. Completion of and/or progress toward objectives/goals agreed upon annually by the Board and Executive Director.
3. Executive Director's performance in such areas as:
 - a. Facilitating Student Growth and Achievement
 - b. Organizational Leadership
 - c. School Operations and Financial Management
 - d. Communication and Community Relations
 - e. Human Resource Management
 - f. Professionalism
4. Compilation of assessments by individual Board members, which shall then be reviewed by the Board and Executive Director.
5. Evaluation interviews between the Board and Executive Director during which no other business is discussed.

As part of the annual evaluation process, the Board shall seek input from at least two (2) school administrators and may seek input from teachers and staff. All input from school administration and staff shall be completed using Board-approved evaluation forms.

As an outcome of the Executive Director's evaluation, the Board should:

1. Recognize strengths and assist the Executive Director in capitalizing on them.

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2. Identify weaknesses and establish a course of action that will assist the Executive Director in improving performance in these areas.
3. Establish specific objectives to advance the school toward its goals.
4. Determine the necessity of any action regarding the employment of the Executive Director, in accordance with law.