

Van Buren County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Evaluation of the Director of Schools	Descriptor Code: 5.803	Issued Date: 06/17/99
		Rescinds:	Issued:

1 Through an annual evaluation of the director of schools,¹ the Board will strive to accomplish the fol-
2 lowing:

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- 4 1. Clarify the role of the director according to a job description as agreed upon by the Board and
5 the director;
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- 7 2. Develop harmonious working relationships between the Board and the director; and
- 8
- 9 3. Develop improvements in the administrative leadership of the school system.

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11 The Board will develop, with the director, a set of performance objectives based on the needs of the
12 system. The performance of the director will be reviewed in accordance with these specified goals.

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14 At a time agreed to by the Board and the director, the Board will meet as a body to evaluate the
15 director's performance.

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17 The following guidelines will be used in the evaluation process:

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- 19 1. The director will know the standards upon which he/she will be evaluated and will be involved
20 in the development of those standards.
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- 22 2. A part of the evaluation may be a composite of the evaluation by individual board members,
23 but the Board, as a whole, will meet with the director to discuss the composite evaluation.
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- 25 3. The evaluation shall include a discussion of strengths as well as weaknesses.
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- 27 4. Both the Board and director will prepare for the evaluation; the director will conduct a self-
28 evaluation and board members will document the evidence used in rating the director's per-
29 formance.
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- 31 5. All documentation will be supported by objective evidence.

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36 Legal Reference:
37 1. TRR/MS 0520-2-1-.01

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36 Cross Reference:
37 Board-Director Relations 1.205