

Germantown Municipal School District

Monitoring: Review: Annually, in March	Descriptor Term: <h2 style="text-align: center;">Evaluation of the Director of Schools</h2>	Descriptor Code: <h3 style="text-align: center;">5.803</h3>	Issued Date: <h3 style="text-align: center;">02/03/14</h3>
		Rescinds:	Issued:

- 1 Through an annual evaluation of the director of schools,¹ the board will strive to accomplish the following:
- 2 1. Clarify the role of the director according to a job description as agreed upon by the board and the director;
- 3 2. Develop harmonious working relationships between the board and the director; and
- 4 3. Develop improvements in the administrative leadership of the school system.
- 5 The board will develop, with the director, a set of performance objectives based on the needs of the system. The
- 6 performance of the director will be reviewed in accordance with these specified goals. The performance objectives
- 7 will be memorialized in an evaluation plan that includes, at a minimum, sections regarding job performance,
- 8 student achievement, relationships with staff and personnel, relationships with board members, and relationships
- 9 with the community.¹
- 10 At a time agreed to by the board and the director, the board will meet as a body to evaluate the director's
- 11 performance.
- 12 The following guidelines will be used in the evaluation process:
- 13 1. The director will know the standards upon which he/she will be evaluated and will be involved in the
- 14 development of those standards.
- 15 2. A part of the evaluation may be a composite of the evaluation by individual board members, but the board,
- 16 as a whole, will meet with the director to discuss the composite evaluation.
- 17 3. The evaluation shall include a discussion of strengths as well as weaknesses.
- 18 4. Both the board and director will prepare for the evaluation; the director will conduct a self-evaluation and
- 19 board members will document the evidence used in rating the director's performance.
- 20 5. All documentation will be supported by objective evidence.

Legal References

1. TCA 49-2-203(a)(16)

Cross References

- Board-Director Relations 1.205