

Hardeman County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Evaluation of the Director of Schools	Descriptor Code: 5.803	Issued Date: 09/18/12
		Rescinds: 5.803	Issued: 01/21/00

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;
- 6
- 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. The
13 performance objectives will be memorialized in an evaluation plan that includes, at a minimum, sections
14 regarding job performance, student achievement, relationships with staff and personnel, relationships
15 with board members, and relationships with the community.²

16
17 At a time agreed to by the Board and the director, the Board will meet as a body to evaluate the direc-
18 tor's performance.

19
20 The following guidelines will be used in the evaluation process:

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- 22 1. The director will know the standards upon which he/she will be evaluated and will be involved
23 in the development of those standards.
- 24
- 25 2. A part of the evaluation may be a composite of the evaluation by individual board members, but
26 the Board, as a whole, will meet with the director to discuss the composite evaluation.
- 27
- 28 3. The evaluation shall include a discussion of strengths as well as weaknesses.
- 29
- 30 4. Both the Board and director will prepare for the evaluation; the director will conduct a self-
31 evaluation and board members will document the evidence used in rating the director's perfor-
32 mance.
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- 34 5. All documentation will be supported by objective evidence.

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37 Legal Reference:

- 38 1. TRR/MS 0520-2-1-.01
- 39 2. Tenn. Code Ann. § 49-2-203(a)

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37 Cross Reference:

38 Board-Director Relations 1.205