

# Hardin County Board of Education

Monitoring: <b>Review: Annually, in March</b>	Descriptor Term: <b>Evaluation of the Director of Schools</b>	Descriptor Code:	Issued Date: <b>11/04/02</b>
		Rescinds:	Issued:

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

- 3
- 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.

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

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

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

- 15
- 16
- 17 1. The director will know the standards upon which he/she will be evaluated and will be involved  
18 in the development of those standards.
- 19
- 20 2. A part of the evaluation may be a composite of the evaluation by individual board members, but  
21 the Board, as a whole, will meet with the director to discuss the composite evaluation.
- 22
- 23 3. The evaluation shall include a discussion of strengths as well as weaknesses.
- 24
- 25 4. Both the Board and director will prepare for the evaluation; the director will conduct a self-  
26 evaluation and board members will document the evidence used in rating the director's  
27 performance.
- 28
- 29 5. All documentation will be supported by objective evidence.
- 30
- 31

32  
33  
34  
35 \_\_\_\_\_  
36 Legal Reference:  
37 1. TRR/MS 0520-2-1-.01

38 \_\_\_\_\_  
39 Cross Reference:  
40 Board-Director Relations 1.205  
41