

Pickett County Board of Education

Monitoring: Review: Annually, in March	Descriptor Term: Evaluation of the Director of Schools	Descriptor Code: 5.803	Issued Date: 01/13/04
		Rescinds:	Issued:

1 Through an annual evaluation of the director of schools,¹ the Board will strive to accomplish the following:

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

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

15
16 The following guidelines will be used in the evaluation process:

- 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
- 21 2. A part of the evaluation may be a composite of the evaluation by individual board members, but
22 the Board, as a whole, will meet with the director to discuss the composite evaluation.
- 23
- 24 3. The evaluation shall include a discussion of strengths as well as weaknesses.
- 25
- 26 4. Both the Board and director will prepare for the evaluation; the director will conduct a self-
27 evaluation and board members will document the evidence used in rating the director's
28 performance.
- 29
- 30 5. All documentation will be supported by objective evidence.
- 31

32
33
34 _____
35 Legal Reference:

- 36 1. TRR/MS 0520-2-1-.01
- 37
- 38
- 39
- 40
- 41