

# Hancock County Board of Education

Monitoring: <b>Review: Annually, in March</b>	Descriptor Term: <b>Evaluation of the Director of Schools</b>	Descriptor Code: <b>5.803</b>	Issued Date: <b>06/04/15</b>
		Rescinds:	Issued:

1 Through an annual evaluation of the director of schools,<sup>1</sup> 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
- 3 director;
- 4 2. Develop harmonious working relationships between the Board and the director; and
- 5 3. Develop improvements in the administrative leadership of the school system.

6 The Board will develop, with the director, a set of performance objectives based on the needs of the system.  
7 The performance of the director will be reviewed in accordance with these specified goals. The performance  
8 objectives will be memorialized in an evaluation plan that includes, at a minimum, sections regarding job  
9 performance, student achievement, relationships with staff and personnel, relationships with board members,  
10 and relationships with the community.<sup>2</sup>

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

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

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

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Legal References

1. TRR/MS 0520-2-1-.01
2. TCA 49-2-203(a)

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Cross References

Board-Director Relations 1.205