

Book	Policy Manual
Section	300 Employees
Title	Evaluation of Director
Code	312
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Legal	1. Pol. 302 24 P.S. 1850.1
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Authority

Regular, periodic evaluation of the Director's performance is a **Joint** Operating Committee responsibility. In carrying out this responsibility, **the Joint Operating Committee** recognizes that the Director is entitled to such a review in an objective and straightforward **manner** so that leadership **of** the school may be as effective as possible.

The **Joint** Operating Committee **shall** evaluate the performance of the Director annually and at any time such action is prudent.

Prior to the beginning of the period under evaluation, the **Joint** Operating Committee and Director shall agree upon the criteria to be used for evaluation purposes.

IMPORTANT NOTE: There is language preceded by brackets in the list in the 'Protocols for Administration of Student Education' subsection--the Committee should determine if these options are in accordance with school practice or wishes--**If this language is desired, please be sure to place an X in the brackets to indicate this language should be included. If this language is not desired, please strike or delete this language.**

Evaluation criteria may include **any of the following:**

1. Director's self-evaluation.
2. Objectives/**Goals** agreed upon annually by the **Joint** Operating Committee and Director.
3. Working relationship between the **Joint** Operating Committee and the Director.
4. Director's relationship with staff, students and community.
5. { x } **Director's professional growth.**
6. { x } **Compilation of assessments by individual Joint Operating Committee members, which shall then be reviewed by the Joint Operating Committee and**

Director.

7. {x } **Evaluation interviews between the Joint Operating Committee and Director during which no other business is discussed.**
8. Consideration of objective data **regarding**
 - {x } **student achievement.**
 - {x } **student test scores.**
 - {x } **program development.**
 - {x } **business management and property maintenance.**
 - {x } **employee grievances.**

As an outcome of the Director's evaluation, the **Joint** Operating Committee should:

1. Recognize strengths and assist the Director in capitalizing on them.
2. Identify weaknesses and establish a course of action that will assist the Director in improving performance in these areas.
3. Establish specific objectives **to** advance the school toward its goals.
4. Determine the necessity of any action regarding the employment of the Director.[1]