

Wilson County Board of Education

Policy Description:

Evaluation of the Director of Schools

Policy Number:

5.803

Amended Date:

06/04/07

Rescinds:

Issued:

06/03/04

1 Through an annual evaluation of the director of schools¹, the Board will strive to accomplish the following:

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- 3 1. Clarify the role of the director of schools according to a job description as agreed upon by the Board
- 4 and the director of schools;
- 5 2. Develop harmonious working relationships between the Board and the director of schools; and
- 6 3. Develop improvements in the administrative leadership of the school system.
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8 The Board will develop, with the director of schools, a set of performance objectives based on the needs of the
9 system. The performance of the director of schools will be reviewed in accordance with these specified goals.

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

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

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- 16 1. The director of schools will know the standards upon which he/she will be evaluated and will be involved
- 17 in the development of those standards.
- 18 2. A part of the evaluation may be a composite of the evaluation by individual Board members, but the
- 19 Board, as a whole, will meet with the director of schools to discuss the composite evaluation.
- 20 3. The evaluation shall include a discussion of strengths as well as weaknesses.
- 21 4. Both the Board and the director of schools will prepare for the evaluation; the director of schools will
- 22 conduct a self-evaluation and Board members will document the evidence used in rating the director of
- 23 schools' performance.
- 24 5. All documentation will be supported by objective evidence.
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¹ TRR/MS 0520-2-1-.01