

EVALUATION OF THE EXECUTIVE DIRECTOR

It is the responsibility of the Regional School Board to maintain and improve the quality of administration and instruction. One of the primary methods used in carrying out this responsibility is to work with the executive director in improving the executive director's effectiveness.

Annually, the executive director provides the Regional School Board with a work plan designed to implement the goals set for the school by the Regional School Board. The Regional School Board evaluates the executive director annually. The Regional School Board develops the instrument to evaluate the executive director after consulting the uniform performance standards and criteria developed by the Board of Education and the executive director. The executive director's evaluations include

- Student academic progress as a significant component
- An overall summative rating
- Identification of areas of individual strengths and weaknesses
- Recommendations for appropriate professional activities
- An evaluation of cultural competency

Informal evaluations may also take place as the Regional Board deems appropriate, provided that specific criteria for such appraisals be communicated to the executive director.

Each Regional Board member is involved in assessing the executive director's job performance on a continuing basis and by completing the annual evaluation instrument. Upon conclusion of the annual performance appraisal, the evaluation is reviewed with the executive director by the Regional Board or its designees.

Adopted: October 17, 2013

Amended: August 16, 2018

Amended: October 15, 2020

Amended: October 21, 2021

Amended: April 20, 2023

Legal Ref.: Code of Virginia, 1950, as amended, §§ 22.1-60.1, 22.1-253.13:5.

Guidelines for Uniform Performance Standards and Evaluation Criteria for Superintendents (Virginia Board of Education, as approved on March 17, 2022),

Cross Ref.: Pol 2007 Qualifications and Duties for the Executive Director