



UTAH ASSOCIATION OF
PUBLIC CHARTER SCHOOLS

Executive Director Evaluations

What do you need to be an Olympic swimmer



- 1.
- 2.

What do you need to be an Olympic swimmer



- Swimsuit, goggles, cap
- Be on a team
- Know the rules
- Have a qualifying time
- Vision
- Dedication
- Willing to make sacrifices
- Train/practice/meets to mark improvement

What do you need to be an Extraordinary School Director

1.

2.



What do you need to be an Extraordinary School Director



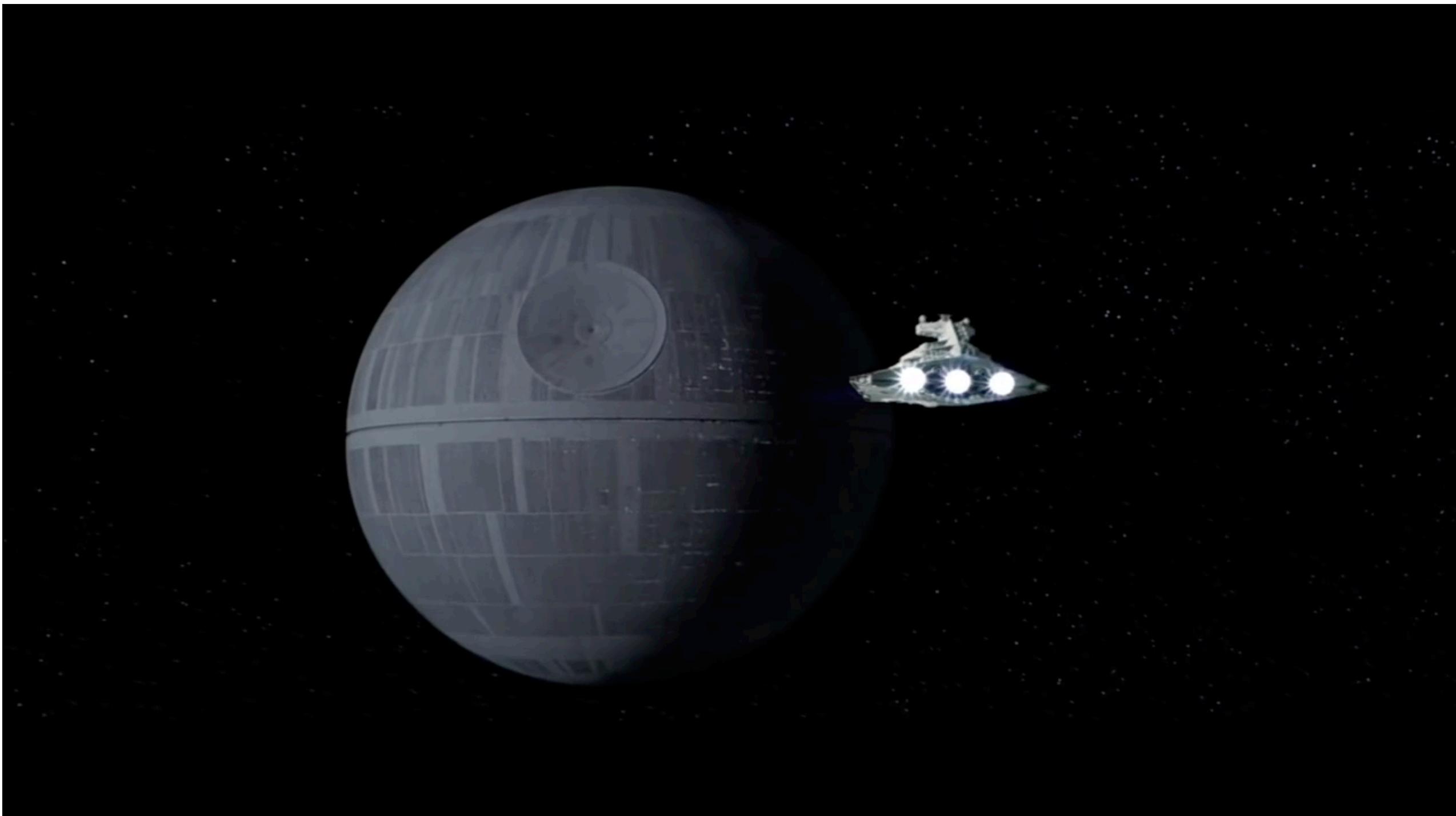
- Supplies
- Be on a team
- Know the rules
- Have a qualifying time/skills
- Vision
- Dedication
- Willing to make sacrifices
- Train/evaluations

Accountability

Hill et al. (2002) describe internal accountability as, “a belief that [a] school’s performance depends on all adults working in concert, leading to shared expectations about how the school will operate, what it will provide children, and who is responsible for what” (pp. 3-4). Internal accountability has been found to be a stronger indicator of long-term viability than external accountability (Polk, 2004; Polk, 2006)

Why Evaluate the CEO?

The culture of an organization is set at the top. Charter school boards must be strong, effective leaders to meet the challenges faced by public education today. Charter board members direct the affairs of the school by setting goals, developing policy, communicating and evaluating.



Benefits of Evaluating the Executive Director

- Ensuring that the board is meeting its duty to actively lead the organization.
- Monitoring whether organizational goals are being achieved.
- Providing an opportunity to set new annual goals.
- Maintaining a formal, documented, fair, and pragmatic process for providing feedback to the executive..

Benefits of Evaluating the Executive Director

- Helping the executive understand the board's perspective on his or her strengths and limitations.
- Providing direction for specific improvements in skills and performance.
- Providing documented process that help the board retain, improve, or retire the executive, as well as justify changes in compensation and other matters of record.

Benefits of Evaluating the Executive Director

- Maintain a process and documentation that can help protect the board if they let a executive director go and the executive director decides to sue the organization.
- Helping board members examine the executive's accomplishments rather than personality.
- Laying the foundation for an improved working relationship between board and executive.

Benefits of Evaluating the Executive Director

- Identifying opportunities, strengths, challenges, and strategic questions before they become troubling issues.

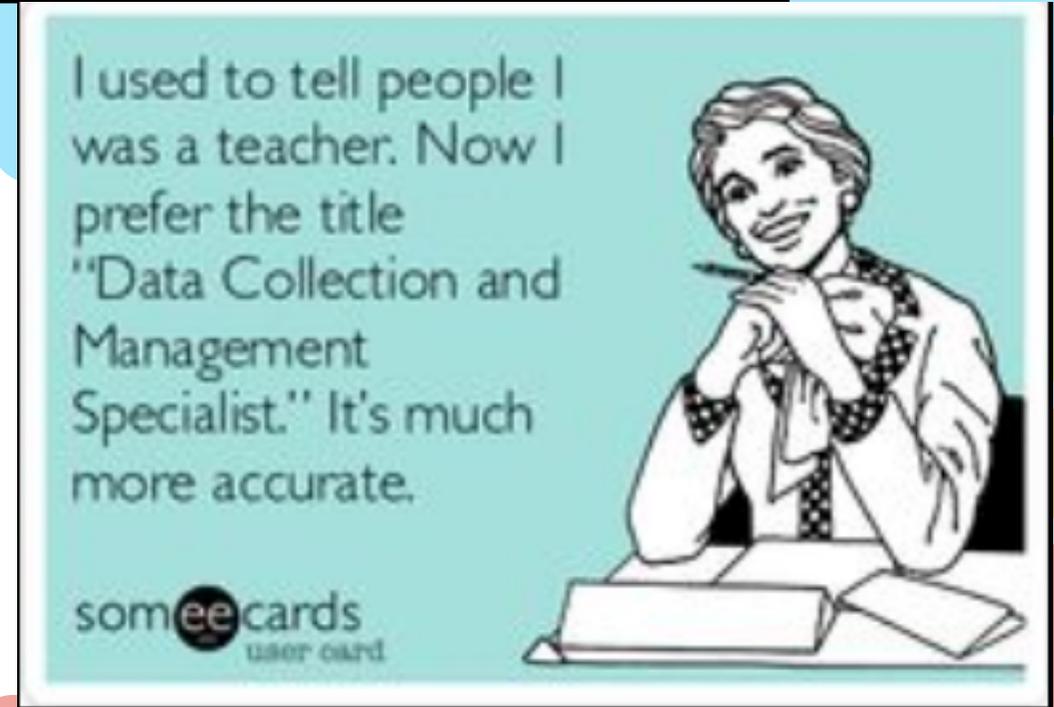
Steps to Facilitate an Evaluation

- Set an executive evaluation policy.
- Set objectives and criteria.



Steps to Facilitate an Evaluation

- Choose monitoring sources.
- Choose an approach.
- Conduct an executive performance survey.
- Monitor performance-to-plan.
- Prepare a strengths and weakness evaluation.



Steps to Facilitate an Evaluation

- Conduct an executive performance survey.
- Monitor performance-to-plan
- Prepare a strengths and weakness evaluation.



Steps to Facilitate an Evaluation

- Meet with the executive and document the review.
- Consider compensation.
- Avoid common problems.



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"When you two have finished arguing your opinions, I actually have data!"

Daddy,
do you like
my picture?



Honey,
if you'd like me
to be objective,
I'll have to create
a rubric.

freshspectrum.com

The bottom line is that effective boards are those that regularly and candidly ask themselves:
“How can we do better?”