



Policy Process for Charter Leader Evaluation

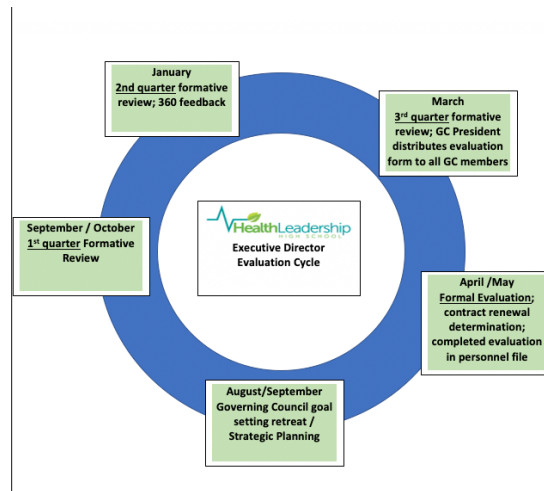
The Governing Council evaluates the Executive Director/ Principal quarterly per academic school year- beginning; mid-year; end of year. The Executive Director Performance Evaluation- HLHS

discussion takes place during closed session, in accordance with NM State Statute. The Executive Director/Principal presents evidence that progress toward goals are being met.

Policy Intent: The policy affirms that the Executive Director (ED) shall be formally evaluated by the Governing Council (GC). The intent of the policy is to provide the ED clear direction of the expectations of the GC. This policy also serves as the basis for contract renewal and reemployment decisions regarding the ED by the GC. It is the intent of the GC to provide the ED an opportunity to be a full participant in this process

Governing Council Goals for the Executive Director: The Executive Director's (ED) evaluation process shall provide the Governing Council (GC) an opportunity to approve broad general goals annually that the ED shall respond to in the form of a set of objectives which are specific, measurable, attainable, and timely. In these SMART objectives, the ED shall outline measurable results the ED intends to achieve.

Annual Evaluation Cycle: (See image below)



360° Feedback on the Executive Directors Performance: For the January informal evaluation, 360° feedback shall be obtained from staff, students, parents and community partners. This data is solicited using Leadership Practice Inventory (LPI) for any surveys conducted.