



GOVERNANCE COUNCIL: PRINCIPAL/CAO EVALUATION

Policy No: GC0014
Adopted: 9/20/21
Amended:

I. PURPOSE

- A. The Governance Council shall annually conduct a formal evaluation of the Principal/CAO's performance to assess their effectiveness in leading the charter school toward established goals.

II. POSITION

- A. The Governance Council and Principal/CAO will annually consider what evaluation method(s) will best serve the school and agree on the specific format used. In addition, the Council and Principal/CAO will decide upon the criteria to be used as success indicators of the evaluation.
- B. The Council will meet in one session of formal evaluation and each regular monthly meeting of the Governance Council will be used as a mechanism for providing any and all feedback the Principal/CAO as is necessary to correct his/her conduct in meeting the standards established by the Governance Council as the parameters of evaluation based on his/her contract.
- C. The Council shall formulate an evaluation process to be reviewed and revised within 30 days of the Principal/CAO's hire or renewal.
- D. The Council shall meet in a closed session with the Principal/CAO to discuss the evaluation.
- E. The evaluation shall composite individual Council members' opinions. Still, there will be only one final composite evaluation representing the Council's collective judgment. The Council will provide the final composite evaluation to the Principal/CAO for their response.
- F. The Principal/CAO shall have an opportunity to ask questions, respond verbally and/or in writing to the evaluation, and present additional evidence of his/her performance or charter school progress.
- G. All council members will sign the final composite evaluation as evidence that all members have discussed the evaluation. The Principal/CAO shall also sign the final composite evaluation. In addition, the Principal/CAO shall place the final composite evaluation in their personnel file.
- H. After the final review is completed, the Council may meet in an open session to give the Governance Council and Principal/CAO an opportunity to communicate progress jointly or to identify performance goals for the following year.

III. REVIEW

- A. The Council will review this Policy per the policy review process.

Approved, Governance Council, President

Date

Legal Reference: