

<u>Section C:</u> General School Administration	Knox County Board of Education Policy		
	Descriptor Term:	Descriptor Code:	Issued:
	Evaluation of the Director of Schools	C-125	10/96
		Reviewed:	Revised:
	11/16	1/17	

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2 Through an annual evaluation of the Director of Schools,¹ the Board will strive to accomplish the
3 following:

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5 1. Clarify the role of the Director of Schools according to a job description as agreed upon by the
6 Board and the Director of Schools;
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8 2. Develop harmonious working relationships between the Board and the Director of Schools; and
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10 3. Develop improvements in the administrative leadership of the school system.

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12 The Board shall develop, with the Director of Schools, a set of measurable performance objectives based
13 on the needs of the system. The performance of the Director of Schools shall be reviewed in accordance
14 with these specified goals.

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16 At a time agreed to by the Board and the Director of Schools, the Board shall meet as a body to evaluate
17 the Director of Schools' performance.

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19 The following guidelines shall be used in the evaluation process:

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21 1. The Director of Schools shall know the standards upon which he/she shall be evaluated and shall
22 be involved in the development of those standards.
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24 2. The evaluation shall be a composite of the evaluation by individual Board members, but the
25 Board, as a whole, shall meet with the Director of Schools to discuss the composite evaluation.
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27 3. The evaluation shall include a discussion of strengths as well as weaknesses.
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29 4. Both the Board and Director of Schools shall prepare for the evaluation; the Director of Schools
30 shall conduct a self-evaluation, and Board members shall document the evidence used in rating the
31 Director of Schools' performance.
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33 5. All documentation shall be supported by objective evidences.

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Legal Reference:

- 36 1. TRR/MS 0520-2-1-.01.
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38 Approved as to Legal Form
39 By Knox County Law Director 11/29/2016
40 /Gary T. Dupler/Deputy Law Director
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