

# Urban Pathways K-5 College Charter School

## Board of Trustees Policy

### CHIEF EXECUTIVE OFFICER EVALUATION POLICY

The Charter School Board of Trustees (“Board”) recognizes their responsibility to provide periodic evaluation of the performance of the CEO. To effectively carry out this responsibility, the Board recognizes the CEO is entitled that a review is conducted in a manner that is objective and straightforward and based on research-based evidence of effective leadership.

The board shall evaluate the performance of the CEO at least annually and/or at any time such action is determined necessary and prudent. The evaluation will include a review of the goals and objectives that have been established annually by the Board and CEO.

The annual evaluation will be conducted in executive session, at which time the collective membership of the Board will conduct evaluation interviews.

The CEO shall then be evaluated according to the following criteria:

1. Shared Vision and School Culture
2. Communications and Community Relations
3. Organizational Leadership
4. Instructional Leadership and Student Growth
5. Financial Management
6. Staff Relations and Human Resource Management
7. Values and Ethics

A formal evaluation instrument will be used for CEO evaluations. This instrument will be determined at the discretion of the Board. As an outcome of the CEO evaluation, the Board should:

1. Recognize strengths and assist the CEO in capitalizing on them.
2. Identify areas for growth and establish course of action that will assist the CEO in improving performance in these areas.
3. Establish specific objectives and goals for the upcoming year.

4. Determine necessity of any action regarding the employment of the CEO in accordance with the law.

**TO THE EXTENT THAT ANYTHING IN THIS POLICY COULD BE CONSTRUED TO CONFLICT WITH THE CHARTER OR APPLICABLE STATE AND/OR FEDERAL LAWS, THE APPLICABLE STATE AND/OR FEDERAL LAWS AND/OR CHARTER CONTROL.**