

**LUZERNE
INTERMEDIATE
UNIT #18**

**SECTION: LUZERNE INTERMEDIATE
UNIT EMPLOYEES**

**TITLE: EVALUATION OF EXECUTIVE
DIRECTOR**

ADOPTED: NOVEMBER 20, 2002

REVISED: JUNE 18, 2014

312. EVALUATION OF EXECUTIVE DIRECTOR	
1. PURPOSE	Regular, periodic evaluation of the Executive Director's performance is a Board responsibility. In carrying out this responsibility, the Board recognizes that the Executive Director is entitled to such a review in an objective and straightforward manner so that leadership of the intermediate unit may be as effective as possible.
2. AUTHORITY	The Board shall evaluate the performance of the Executive Director annually and at any time such action is prudent.
3. GUIDELINES	<p>Prior to the beginning of the period under evaluation, the Board and Executive Director shall agree upon the criteria to be used for evaluation purposes.</p> <p>Evaluation criteria may include:</p> <ol style="list-style-type: none">1. Executive Director's self-evaluation.2. Objectives/goals agreed upon annually by the Board and Executive Director.3. Working relationship between the Board and the Executive Director.4. Executive Director's relationship with staff, students and community.5. Executive Director's professional growth. <p>As an outcome of the Executive Director's evaluation, the Board should:</p> <ol style="list-style-type: none">1. Recognize strengths and assist the Executive Director in capitalizing on them.2. Identify weaknesses and establish a course of action that will assist the Executive Director in improving performance in these areas.3. Establish specific objectives to advance the district toward its goals.

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