



Book: BYLAWS AND POLICIES
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Title: EVALUATION OF THE CEO, EXECUTIVE DIRECTOR
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The Edison School of the Arts Board views the evaluation of the CEO, Executive Director as one of its essential and primary obligations and responsibilities.

The Board acknowledges the evaluation of the CEO, Executive Director as an integral part of measuring the efficient operation and management of Edison School of the Arts.

The Board recognizes its accountability to the public relative to the continuing assessment of Edison School of the Arts.

The Board shall develop an evaluation instrument and conduct an annual evaluation of the CEO, Executive Director.

The Board and the CEO, Executive Director, jointly, shall, at the outset of each evaluation, determine the method by which the evaluation shall be conducted. Such method may include:

- A. the CEO, Executive Director's own self-analysis;
- B. the active participation of each Board member;
- C. a recommendation from the Governance Committee;
- D. evaluation interviews between the Board and CEO, Executive Director during Executive Session which no other business is discussed;
- E. the Executive Director's assessment of Board efficiency and effectiveness.

As an outcome of the evaluation of the CEO, Executive Director's performance, the Board should be prepared to judge the advisability of retention of the Executive Director and be prepared better to:

- A. determine the CEO, Executive Director's salary;

- B. identify strengths and weaknesses in the operation of the school and determine means by which weaknesses can be reduced and strengths are maintained;
- C. establish specific objectives, the achievement of which will advance the school toward its goals;
- D. improve its own performance as the public body ultimately charged with the educational responsibility of this school.

During the fiscal year in which the CEO, Executive Director's contract will expire, the Board will complete an evaluation of the CEO, Executive Director's prior to the Annual Meeting of the next fiscal year.

During the first meeting in July of each year (Annual Meeting), the Board requests the CEO, Executive Director to identify specific short-term goals s/he hope that Edison School of the Arts will achieve during the coming school year.