

What questions are asked during the CEO Evaluation?

Below are the questions that are asked of the CEO during their self-evaluation, of the board and the direct report/staff.

The questions can not be added to or deleted. If a particular question is not relevant at this time request the survey takers to check the **NA** option.

Section I:
CORE COMPETENCIES

This section is for evaluating the CEO's demonstration of core competencies that have been directly linked to successful charter schools. Please provide comments with examples for as many competencies as possible with suggestions on what he/she could start, stop or continue doing more of to be the most effective leader possible.

1. Demonstrates Integrity *

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	NA
Deals with others in a straightforward, honest, and ethical manner.						
Behaves in a way that supports the organization's mission, vision and values.						
Admits mistakes and takes timely corrective action.						
Treats others with dignity and respect.						

ADDITIONAL COMMENTS/EXAMPLES - Please provide additional comments or specific examples that support the ratings given above:

2. Cultivates a Culture of Excellence *

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	NA
Creates and maintains an organizational culture that promotes student achievement and college preparation for all students.						
Makes the organization a place where staff and students are all committed to excellence and believe that hard work is the key to achieving it.						
Demonstrates commitment to competent communications and conflict resolution.						
Consistently evaluates and proactively improves people, processes, programs, and services for greater effectiveness, efficiency and value.						

ADDITIONAL COMMENTS/EXAMPLES - Please provide additional comments or specific examples that support the ratings given above:

3. Drives Academic Excellence/Student Performance *

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	NA
All students demonstrate levels of mastery, which exceed grade level standards.						
The organization creates, maintains and regularly revises systems and processes to drive student achievement.						

The organization has met or exceeded agreed upon goals set for increasing student performance.

The organization is on track to outperform other public schools in our community.

ADDITIONAL COMMENTS/EXAMPLES - Please provide additional comments or specific examples that support the ratings given above:

Section II:
ROLE SPECIFIC COMPETENCIES

This section is for evaluating the CEO's role specific competencies, which are based on those related to leading, directing, and managing a charter school or charter school organization. Please provide comments with examples for as many competencies as possible with suggestions on what he/she could start, stop or continue doing more of to be the most effective leader possible.

4. Leads the Educational Program *

Strongly Agree Agree Neutral Disagree Strongly Disagree NA

Demonstrates thorough knowledge of effective curriculum, assessment, and instructional practices to close the achievement gap.

Ensures that the organization uses performance data to drive decision-making and curricular decisions.

Ensures there is a standards-based curriculum complete with scope and sequences for all subjects taught at every existing and expected grade level that exceeds national academic standards.

Ensures all teachers regularly use assessment data to plan curriculum, lesson plans, meet individual student needs, and make daily instructional decisions.

The organization's structure and staffing ensures that special student populations are making progress equal to those students in its regular education program.

ADDITIONAL COMMENTS/EXAMPLES - Please provide additional comments or specific examples that support the ratings given above:

5. Develops and Leads Staff *

Strongly Agree Agree Neutral Disagree Strongly Disagree NA

Recruitment – Attracts and selects high performing staff and leadership.

Staff culture – Creates a staff culture and work environment in which highly effective staff members are actively engaged and feel connected to the organization and its mission.

Professional Development – Develops, maintains, and regularly reviews and revises systems and practices that improve staff ability to increase student achievement.

Staff Retention – Successfully retains top performers. Creates an environment where staff is committed to a long tenure and would recommend working at the school to others.

ADDITIONAL COMMENTS/EXAMPLES - Please provide additional comments or specific examples that support the ratings given above:

6. Manages Organizational Compliance and Administration *

Strongly Agree Agree Neutral Disagree Strongly Disagree NA

Ensures that the organization meets and is in compliance with all local, state and federal laws and mandates.

Oversees development and proper functioning of an enrollment and admission process.

Provides for the overall safety and well being of students and staff.

Ensures organization is administered well with efficient investment of staff time and other resources.

ADDITIONAL COMMENTS/EXAMPLES - Please provide additional comments or specific examples that support the ratings given above:

7. Builds and Maintains Family Satisfaction *

Strongly Agree Agree Neutral Disagree Strongly Disagree NA

Ensures organization has frequent, meaningful, and well-attended ways for families to be involved in their child's learning and the school community.

Provides indication of a high level of parent satisfaction with the organization as evidenced by quantitative data and low student attrition rates.

Listens and responds respectfully to the range of concerns expressed by parents and families.

ADDITIONAL COMMENTS/EXAMPLES - Please provide additional comments or specific examples that support the ratings given above:

8. Manages Financial Performance *

Strongly Agree Agree Neutral Disagree Strongly Disagree NA

Understands and provides leadership in the areas of financial planning, budgeting, accounting and management of the organization's financial resources.

Determines the current and future financial resources needed to realize the organization's mission.

Ensures that clear and accurate accounting, payroll, cash management, and insurance systems are maintained.

Oversees the development, maintenance, and regular revision of systems for capturing, managing, and analyzing financial data to improve performance.

ADDITIONAL COMMENTS/EXAMPLES - Please provide additional comments or specific examples that support the ratings given above:

9. Actively Promotes the Organization and Ensures Adequate Resources *

Strongly Agree Agree Neutral Disagree Strongly Disagree NA

Partners with the Board to develop effective public relations, marketing and fund raising plans.

Coordinates efforts of the Board and its Development Committee to implement a board-approved fundraising plan.

Creates partnerships with community organizations and businesses.

Pursues and secures philanthropic support that directly supports the mission and vision of the organization.

ADDITIONAL COMMENTS/EXAMPLES - Please provide additional comments or specific examples that support the ratings given above:

10. Ensures Adequate Facilities *

Strongly Agree Agree Neutral Disagree Strongly Disagree NA

Oversees necessary facilities planning and makes recommendations to the Board.

Assures the proper maintenance of the organization's facility and adherence to all local, state and federal codes.

Ensures the physical environment reflects the organization's mission and values as well as enhances learning.

The organization's physical environment (buildings and grounds) is well-cared for, sanitary, and promotes health and safety.

ADDITIONAL COMMENTS/EXAMPLES - Please provide additional comments or specific examples that support the ratings given above:

11. Partners with the Board *

1 Unsatisfactory 2 3 4 5 Far Exceeds Expectations NA

Acts as liaison to ensure an effective flow of critical information between the Board and the organization's senior staff, teachers and students.

Helps to facilitate the Board's governance, composition and committee structure. Implements Board policies, and recommends policies for Board consideration.

Develops and implements strategic and operational plans to achieve the organization's mission and vision; allocates resources accordingly.

With input from the board, ensures the development and ongoing refinement of a long-term strategy; establishes objectives and plans that meet the needs of students, staff, and all constituents; ensures consistent and timely progress toward strategic objectives.

ADDITIONAL COMMENTS/EXAMPLES - Please provide additional comments or specific examples that support the ratings given above:

12. Engages the Community *

Strongly Agree

Agree

Neutral

Disagree

Strongly Disagree

NA

Serves as Chief Spokesperson for the organization, in coordination with the Board Chair.

Listens and responds respectfully to the range of concerns expressed by various constituents.

Develops and maintains effective external relationships that support the organization's performance and fundraising success.

Maintains communication with city and state officials.

Builds strong relationships with relevant community organizations.

ADDITIONAL COMMENTS/EXAMPLES - Please provide additional comments or specific examples that support the ratings given above:

13. Overall Leadership and Performance *

Strongly Agree

Agree

Neutral

Disagree

Strongly Disagree

NA

Responsible for leading the organization in fulfilling its mission and goals in accordance with the policies established by the Board of Trustees.

Responsible for the success or failure of the organization. Provides vision and leadership by example.

Develops and implements strategic and operational plans to achieve the organization's mission and vision; oversees the operation of the organization, develops staff, allocates resources and ensures proper controls.

Oversees well-being of the entire organization by fostering positive and productive relationships across the organization and community.

ADDITIONAL COMMENTS/EXAMPLES - Please provide additional comments or specific examples that support the ratings given above:

What are the CEO's most significant accomplishments and/or strengths demonstrated this year? *

What are the top three things the CEO should do next year to move the organization forward? *

List any key challenges in the year ahead, for the CEO and/or for the organization. *

