

THE WASHINGTON STATE BOARD OF EDUCATION

Accountability | World-Class Math and Science Standards | Meaningful Diploma/CORE 24

DRAFT EVALUATION INSTRUMENT FOR EXECUTIVE DIRECTOR FOR 2010

Executive Director Performance Evaluation

1. Implements SBE Strategic Plan (may change at retreat):

Goal 1: Improve achievement for all students.

Approaching Expectations	Meets Expectations	Exceeds Expectations

Goal 2: Improve graduation rates.

Approaching Expectations	Meets Expectations	Exceeds Expectations

Goal 3: Improve student preparation for post-secondary education and the 21st century world of work.

Approaching Expectations	Meets Expectations	Exceeds Expectations

Strategic Plan Comments:

2. Work Plan:

a. Meaningful High School Diploma and CORE 24 Implementation Task work groups.

Approaching Expectations	Meets Expectations	Exceeds Expectations

b. Accountability work group.

Approaching Expectations	Meets Expectations	Exceeds Expectations

c. Math and Science Standards and Curriculum Alignment.

Approaching Expectations	Meets Expectations	Exceeds Expectations

d. Special Reports and Updates to Board.

Approaching Expectations	Meets Expectations	Exceeds Expectations

Work Plan Comments:

3. Relationship with the Board:

a. Present useful and thoughtful recommendations to SBE.

Approaching Expectations	Meets Expectations	Exceeds Expectations

b. Communicates reliably, accurately and openly with SBE.

Approaching Expectations	Meets Expectations	Exceeds Expectations

c. Responds appropriately to SBE member request.

Approaching Expectations	Meets Expectations	Exceeds Expectations

d. Implements a system to use individual and collective talents of the SBE to maximize potential.

Approaching Expectations	Meets Expectations	Exceeds Expectations

e. Uses and supervises staff effectively to support SBE goals.

Approaching Expectations	Meets Expectations	Exceeds Expectations

Relationship to the Board Comments:

4. Fiscal Management

a. Provides sound budget management aligned with SBE and organizational priorities.

Approaching Expectations	Meets Expectations	Exceeds Expectations

b. Manages budget preparation and advocacy with the Legislature for appropriate resources.

Approaching Expectations	Meets Expectations	Exceeds Expectations

Fiscal Management Comments:

5. Business Management:

- a. Uses effective practices in human resource management by implementing hiring practices and aligning staff with essential activities.**

Approaching Expectations	Meets Expectations	Exceeds Expectations

- b. Possesses and applies knowledge of legal issues affecting SBE.**

Approaching Expectations	Meets Expectations	Exceeds Expectations

- c. Pursues and secures appropriate and adequate sources of support for policy activities**

Approaching Expectations	Meets Expectations	Exceeds Expectations

Fiscal Management Comments:

6. External Relations:

- a. Promotes the SBE mission and activities through effective collaboration with other organizations.**

Approaching Expectations	Meets Expectations	Exceeds Expectations

- b. Communicates SBE policies, principles, and positions effectively.**

Approaching Expectations	Meets Expectations	Exceeds Expectations

External Relations Comments: