

BOARD OF EDUCATION
Cherry Hill, New Jersey

POLICY 2130

ADMINISTRATOR'S EVALUATION

Recognizing the need for continuous professional growth, a committee of central administrators and members of the Cherry Hill Association of School Administrators developed an evaluation process that encourages professional growth, assures accountability and establishes fair evaluation procedures. Also, recognizing that evaluation is a year-round process requiring periodic opportunities for both parties to discuss identified strengths and/or concerns, both parties agreed that a collaborative effort on the part of the administrator and his/her supervisor is necessary.

Performance in all areas is expected to be effective and efficient and will be evaluated using the performance instrument rating scale. Experience and the development of professional skills directly influence job performance expectations. Accordingly, these factors will be considered in the evaluation process by both parties in relation to the requirements of the job description.

The ratings given on each of the Administrator's Interim Performance Reports during the year will be considered in arriving at the final evaluation. While the final evaluation is not necessarily an average of the ratings given during the year, these ratings along with written documentation will serve as the basis for the judgments made by the supervisor on the final evaluation as well as the determination of the awarding of performance pay compensation.

The annual written performance report shall be prepared for all administrators and shall be acknowledged by the administrator and be the subject of discussion between the administrator and his/her immediate supervisor at an annual summary conference after which the performance report shall be kept on file in the Personnel Office.

Legal References: None at this time

Formerly Policy GBIB

Adopted: 8/21/89

Revised: 10/18/93, 3/26/02