### ABC Academy Charter School CEO Evaluation

**Board Chair:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**CEO:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Date:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Purpose of Evaluation**

It is the board’s responsibility to hire, manage and support the CEO of the School, and this annual evaluation serves as an important tool in meeting that responsibility.

The main purposes of the evaluation are twofold: one, to provide explicit feedback from staff and board to the CEO on his performance, in order to help him recognize both strengths and areas for improvement, and two, to inform the full board in a comprehensive way on how the CEO is performing.

**Methodology**

The full board and the CEO’s direct reports were asked to complete an online, anonymous survey through BoardOnTrack CEO Evaluation tool.

In addition, the CEO completed a self­evaluation using BoardOnTrack.

**Executive Summary:**

The CEO’s performance over the last year has been nothing short of extraordinary.

His rigorous attention to detail, his accessibility to staff, parents and the Board, his clear and organized communication style, his tireless work ethic, and his unsurpassed commitment to ABCCS are the marks of a true leader.

In a first year of operations that involved no shortage of curveballs and moving parts, the CEO guided the school with patience, creativity, persistence and diligence.

As in any evaluation, there are areas in which the CEO should focus on improving over the coming year. Two areas seem most critical. The first is \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. The second \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

**Evaluation:**

The structure of this evaluation is through an examination of the important pieces of the CEO’s job at \_\_\_\_\_\_\_\_\_\_\_\_Charter School.

As the CEO, \_\_\_\_\_\_\_\_\_\_\_\_\_ is the chief executive of the school and bears ultimate responsibility for staff contributions to academic performance, mission-aligned school culture, and organizational viability.

With the board, CEO sets short‐ and long‐term goals for the school and assesses the school’s adherence to its mission.

The core of this evaluation is provided within this construct, outlining specific measures that the CEO is responsible for and an evaluation of his performance against those responsibilities.

Some of the measures are taken from \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Charter School’s Accountability Plan, approved by the Board earlier this year and waiting final approval from the Department of Education. For these measures, quantitative data is available to evaluate the School’s, and by extension the CEO’s, performance.

These measures are in **bold font** below.

The other responsibilities are evaluated qualitatively, largely based on Board perspectives, with additional data provided through the CEO self‐evaluation and through input from the direct reports.

Comments from both staff and the board are both integrated within the set of responsibilities below.

### **Section One: Core Competencies**

**Demonstrates Integrity**

Strengths:

Areas for Improvement:

Summary Comments:

**Cultivates a Culture of Excellence**

Strengths:

Areas for Improvement:

Summary Comments:

**Drives Academic Excellence and Student Performance**

Strengths:

Areas for Improvement:

Summary Comments:

### **Section Two: Role-Specific Competencies**

**Leads the Educational Program**

Strengths:

Areas for Improvement:

Summary Comments:

**Develops and Leads Staff**

Strengths:

Areas for Improvement:

Summary Comments:

**Manages Organizational Compliance and Administration**

Strengths:

Areas for Improvement:

Summary Comments:

**Builds and Maintains Family Satisfaction**

Strengths:

Areas for Improvement:

Summary Comments:

**Manages Financial Performance**

Strengths:

Areas for Improvement:

Summary Comments:

**Actively Promotes the Organization and Ensures Adequate Resources**

Strengths:

Areas for Improvement:

Summary Comments:

**Ensures Adequate Facilities**

Strengths:

Areas for Improvement:

Summary Comments:

**Partners with the Board**

Strengths:

Areas for Improvement:

Summary Comments:

**Engages the Community**

Strengths:

Areas for Improvement:

Summary Comments:

**Overall Leadership and Performance**

Strengths:

Areas for Improvement:

### Summary Comments:

1. Most significant accomplishments and strengths demonstrated this year:

2. Top three things to do to move the organization forward:

3. Key challenges:

### Final remarks: