



RIVERVIEW CHARTER SCHOOL BOARD POLICY

TITLE: *School Director Performance Review*

POLICY: **RCSB-1004**

APPROVAL DATE: **November 18, 2024**

EFFECTIVE DATE: **November 18, 2024**

I. PURPOSE

The Director is responsible for ensuring that school is operating at the highest levels. The performance review process allows the Board to engage formally with the School Director about performance strengths and to discuss professional development opportunities.

II. GENERAL PROVISIONS

- A. The Board has the ethical and legal responsibility to conduct a comprehensive and fair evaluation of the School Director's performance, utilizing the current position description.
- B. The Board directly oversees the process, and at its discretion, utilize a consultant to assist with the collection of data.
- C. The Board shall conduct an initial performance review of the School Director within 90 days of hire.
- D. Thereafter, the Board shall conduct an annual performance evaluation of the School Director.
- E. 360 Performance Evaluation criteria shall reflect the duties of the School Director, and those criteria shall be assessed by the following constituents for consideration in the Board's ultimate evaluation of the School Director's performance.
 - a. School Director, in the form of self-evaluation
 - b. Employee input
 - c. Parent/Guardian input
 - d. Board input
- F. The Board Chair and Board-appointed designee/s shall collate data sources and prepare a report for Full Board review.
- G. The Board and Director shall meet to review performance.



H. The Board has ultimate authority to act on Performance Evaluation findings, including:

- a. Continuation or re-negotiation of the School Director's contract
- b. Implementation of a performance improvement plan
- c. Bonus compensation, and/or
- d. Termination

Riverview Charter School shall amend and update this policy as necessary to comply with changes in acceptable employment practices, state, and/or federal law.