

EVALUATION OF ADMINISTRATORS

Each assistant Executive Director, director, principal, assistant principal, and other administrator employed by the School shall be evaluated through this written evaluation procedure.

- A. The evaluation shall be conducted by the Executive Director or his/her designee.
- B. The evaluation shall measure each administrator's effectiveness in performing the duties included in the applicable job description. The Board of Directors shall from time to time adopt and revise administrator job descriptions to implement this procedure.
- C. The Executive Director or his/her designee may reference the standards-based model of the Ohio Principal Evaluation System (OPES) to evaluate the performance of principals and assistant principals.
- D. At least one evaluation shall be completed in each year of the administrator's contract of employment. A written copy of the evaluation shall be provided to the administrator no later than the end of the administrator's contract year as defined by the administrator's annual salary notice.
- E. The administrator shall be given written notice of the date that the contract expires and that the administrator may request a meeting with the Board of Directors. Upon request by the administrator, the Board of Directors shall grant the administrator a meeting in executive session. In that meeting, the Board of Directors shall discuss its reasons for considering the renewal or nonrenewal of the contract. The administrator shall be permitted to have a representative of the administrator's choice at the meeting.
- F. The evaluation shall be considered by the Board of Directors in deciding whether to renew the administrator's contract.
- G. The establishment of this procedure shall not create an expectancy of continued employment. Nothing contained herein shall prevent the Board of Directors from making the final determination regarding the renewal or nonrenewal of the administrator's contract, provided the administrator has been given the evaluations required by this procedure and the opportunity, upon request, to meet with the Board of Directors as required by this procedure.

The Board shall not use value-added progress dimension data, any other high-quality student data, or any other student academic growth data to measure student learning attributable to a principal while conducting performance evaluations under sections 3319.02, 3319.111, and 3319.112 of the Revised Code for the 2020-2021 school year. Rather, the Board shall use only the other evaluation factors and components prescribed under sections 3319.02, 3319.111, and

3319.112 of the Revised Code to conduct a principal's performance evaluation under those sections for that school year. The Board may consider, as part of a principal's evaluation how that principal collects, analyzes, and uses student data, including student academic growth data, to adapt instruction to meet individual student needs or to improve the principal's practice.