



BOARD SMART • SCHOOL SAVVY

Year Round Support and Evaluation of Your Charter School Leader



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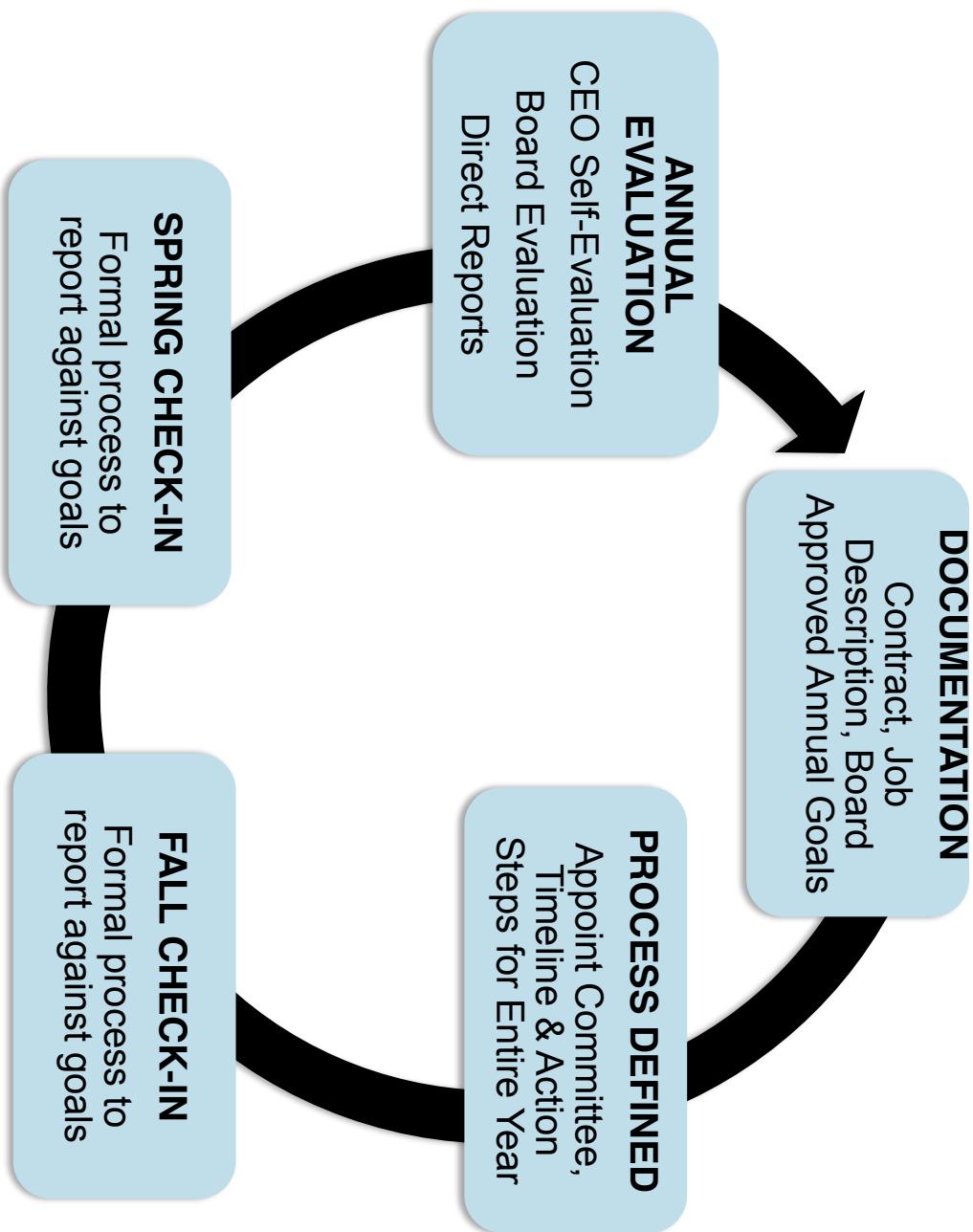


CEO Support and Evaluation Component of BoardOnTrack

- ▶ High Bar membership centers around a powerful web-based tool called BoardOnTrack.
- ▶ A key component of BoardOnTrack is guided step-by-step process for the full board to provide support, feedback and a comprehensive end of year evaluation of the CEO.
- ▶ These tools were road tested with 50+ of the best charter schools nationwide.
- ▶ The majority of The High Bar's 100+ members nationwide use our tool and process. For a complete list of our members click [here](http://www.thehighbar.com/community#members) <http://www.thehighbar.com/community#members>



The High Bar Approach Includes Support Through the Following Process



End of Year Evaluation Tool



The High Bar's CEO Evaluation Tool

- ▶ Is online, web-based
- ▶ Includes one survey instrument – the same instrument is completed by the CEO, Full Board and Direct Reports
- ▶ Includes training videos, templates and helps you plan and execute our 10 recommended steps.
- ▶ Includes custom coaching and troubleshooting while you step through the process.



BoardOnTrack's CEO Evaluation In Action

Timeline and Survey Tracking

Marci Cornell-Feist [My Profile](#) | [Directory](#)

BoardOnTrack THB Preparatory Academy

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You have been requested to complete an evaluation survey of your school's CEO by March 29, 2013.

Partial surveys are not saved. We recommend you put 20 minutes aside to focus on taking this survey.

[Take Survey](#)

CEO Evaluation Checklist

[?](#)

Due Date	
01-01-13	19
Form-Committee	?
12-14-12	19
Develop timeline	?
02-14-13	19
Launch CEO Self Evaluation	?
02-21-13	19
Determine Use of Additional Data Points	?
02-22-13	19
CEO Self Evaluation Completed	?
02-25-13	19
Launch Board and Direct Report Surveys	?
03-08-13	19
Board and Direct Report Surveys Completed	?
03-22-13	19
Generate report	?
03-27-13	19
Full board discuss results	?
03-29-13	19
Create memo to share with leader	?
04-05-13	19
Hold meeting with leader	?
04-15-13	19
Action plan	?

Survey Progress

[?](#)

CEO Self Evaluation Results published on 02-15-2013

100%

[Download CEO Self Evaluation Report](#)

Board Members CEO Evaluation Opened on 02-26-2013
(2 of 3 have taken the survey)

67%



Overview of CEO Evaluation Tool

- ▶ On-line survey
- ▶ 60 questions:
 - 57 closed ended with comments at the end of each category
 - 3 open ended questions
- ▶ 2 main sections: core competencies and job specific competencies
- ▶ 5-point rating scale:
 - With 1 = Unsatisfactory, 3 = Meets Expectations, 5 = Far Exceeds Expectations



Core Competencies

- ▶ Demonstrates integrity
- ▶ Cultivates a culture of excellence
- ▶ Drives academic excellence/student performance



Role Specific Competencies

- ▼ Actively promotes org. and ensures resources
- ▼ Ensures adequate facilities
- ▼ Partners with the board
- ▼ Engages the community
- ▼ Overall leadership & performance
- ▼ Leads the educational program
- ▼ Develops & leads staff
- ▼ Manages organization's compliance & admin
- ▼ Builds and maintains family satisfaction
- ▼ Manages financial performance



Open Ended Questions

- ▶ CEO's most significant accomplishments and/or strengths?
- ▶ Top 3 things the CEO should do to move the organization forward?
- ▶ List any key challenges in year ahead for CEO and/or organization.

EXAMPLE

H Core Competency: Demonstrates Integrity

	1	2	3	4	5	N/A
Deals with others in straightforward, honest and ethical manner.						
Behaves in a way that supports the organization's mission, vision and values.						
Admits mistakes and takes timely corrective action.						
Treats others with dignity and respect.						
ADDITIONAL COMMENTS/EXAMPLES - Please provide additional comments or specific examples that support the ratings given above:						

Evaluation Report



CEO Eval Report for THB Preparatory Academy

Fiscal Year: 2011-2012

CEO: Scott Soareson

Published: 02-15-2013

	Number of Responses	
Topic	CEO Self Eval	Board Members
CEO Self Eval	1	
Board Members		2

CEO Eval Report Summary

Topic	Average Rating	
	CEO Self Eval	Board Members
Managing Financial Performance	2	3
Engaging the Community	3	3
Demonstrating Integrity	4	3
Managing Organizational Compliance and Administration	4	3
Driving Academic Excellence/Student Performance	4	3
Developing and Leading Staff	3	3
Building and Maintaining Family Satisfaction	3	3
Overall Leadership and Performance	3	4
Leading the Educational Program	4	3
Actively Promoting the Organization and Ensuring Adequate Resources	4	3
Partnering with the Board	2	3
Ensuring Adequate Facilities	3	4
Cultivating a Culture of Excellence	3	3

Evaluation Report Detail



Section 1: CORE COMPETENCIES

This section is for self-evaluating your demonstration of core competencies that have been directly linked to successful charter schools.

Demonstrating Integrity

Item	Rating	
	CEO Self Eval	Board Members
Deal with others in straightforward, honest and ethical manner.	4	2
Behave in a way that supports the organization's mission, vision and values.	3	3
Admit mistakes and take timely corrective action.	4	4
Treat others with dignity and respect.	3	3

Cultivating a Culture of Excellence

Item	Rating	
	CEO Self Eval	Board Members
Create and maintain an organizational culture that promotes student achievement and college preparation for all students.	2	2
Make the organization a place where staff and students are all committed to excellence and believe that hard work is the key to achieving it.	3	2
Demonstrate commitment to competent communications and conflict resolution.	4	3
Consistently evaluate and proactively improve people, processes, programs, and services for greater effectiveness, efficiency and value.	2	4