

As the governing board of the School, the Crown Pointe Academy Board of Directors (Academy Board) is responsible for the school's performance and constant improvement. Beyond establishing policies to govern school operations, the Academy Board must constantly evaluate the performance of the school, the staff, the Executive Director and itself in conformance with set policies and goals

The School's performance will be annually evaluated as follows:

- Academic performance will be evaluated by assessment results
- Fiscal performance will be evaluated by annual audit
- Legal performance will be evaluated by Academy Board self assessment and Director evaluation
- Governance performance will be evaluated by Academy Board self-assessment

The Academy Board will conduct an annual assessment to determine the School's performance in the areas of maintaining a solid legal foundation, governance operations, relations with the Executive Director and staff, staffing policies, stable financing and budgetary processes and established instruction and assessment.

The Executive Director's job performance will be evaluated annually in writing. In order to maintain his/her position; the Academy Board must agree that the Executive Director meets the following four conditions:

- 1) Ensures all school policies and procedures are followed
- 2) Ensures the administrative and educational terms of the Charter Contract are met
- 3) Maintains the Core Knowledge Curriculum
- 4) Manages the financial matters in accordance with school policies

In addition to these mandatory areas from which one can objectively judge whether the conditions have been met; the Academy Board will evaluate six other areas where the Executive Director is expected to be deeply involved. These areas closely align with the Director's job description and contract:

- Manage Daily Operations
- Curriculum and Program Implementation
- Personnel Management
- Effective Leadership
- Academy Board Relationships
- Communication

Adopted: April 5, 2004 **Approved:** January 20, 2009
Reviewed: November 17, 2008, December 11, 2024
Revised: November 11, 2015, December 11, 2024
Rationale: Reformatted and updated during policy rewrite April 2004,
Changed Council to Board August 2004. 2015 Renumbered removed GP 6 realignment with

new Charter Contract authorizer; 12/11/24–changed language to align with new Executive Director title.