

BOARD POLICY: MANAGEMENT APPRAISAL

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Section A - Introduction

The Board of Education believes that a management appraisal system is an integral part of a total system of management and that the broad purpose of management appraisal is to improve the quality of education for all students in the school district. The Board further believes that this can be achieved by improving the performance of those individuals who are responsible for managing the learning environment.

Section B – Scope of the Management Appraisal System

For the purposes of the development and execution of the management appraisal system, the management team shall consist of all certificated administrators within the district who manage and evaluate certificated and/or non-certificated employees at the building and/or district level.

Section C - Objectives of the Management Appraisal System

The objectives of the management appraisal system in the Glenbrook High Schools shall be:

1. To assist all members of the management team to improve their skills and competencies required to function at the highest level of performance.
2. To develop objectives for individual managers and to relate those objectives to the goals of the district where appropriate.
3. To differentiate among the performance of various members of the management team so that individuals can be identified for positions of greater responsibility within the school district.
4. To foster credibility in the school and community through a demonstrable system of accountability that relates to district goals, job performance, job tenure, and salary advancement.
5. To motivate managers to improve their performance.
6. To facilitate communication between and among the district's management team, the Board of Education, the community, and the school staff.
7. To produce within the district a more positive climate associated with the process of appraisal.
8. To comply with all statutory requirements as outlined in the Illinois School Code and ISBE Rules set forth in the Illinois Administrative Code.

Section D- Responsibility for Implementation

The Board of Education directs the superintendent to develop and implement a management appraisal system intended to achieve the objectives listed in Paragraph C of this policy. The superintendent shall develop procedures for operating the appraisal system and to maintain suitable records of the process and results of the appraisals conducted as part of the system.

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