

## ANNUAL SUMMATIVE EVALUATION of the CEO

*Policy Type: Board-CEO Relationship*

*Policy Code: B/CR-5-E*

The Board's Policy B/CR-5 provides that:

Each February, the Board will conduct a formal summative evaluation of the CEO. The summative evaluation will be based upon accumulated data derived from monitoring Board policies on ***Ends*** and ***Executive Limitations*** during the year. The Board president or the president's designee will compile a written evaluation document. The CEO and the Board will review the document in executive session.

**The purpose of the annual evaluation of the CEO is to summarize the actions previously taken by the Board as it monitored *Ends* and *Executive Limitations* policies during the year, and to draw conclusions on that basis.**

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During the preceding year, the following policies were monitored by the Board.  
Acceptance is evidence of satisfactory organizational and CEO performance:

<u>Executive Limitation Policy:</u>	<u>Date Monitored:</u>	<u>Report Appended Y/N:</u>
EL-1 Global Executive Constraint		
EL-2 Emergency CEO Succession		
EL-3 Communication and Counsel to the Board		
EL-4 Annual Report to the Public		
EL-5 Treatment of Parents and Citizens		
EL-6 Student Learning Environment		
EL-7 Instructional Program		
EL-8 Instructional Materials Selection		
EL-9 District Calendar		
EL-10 Student Discipline		
EL-11 Staff Treatment		
EL-12 Staff Compensation		
EL-13 Staff Evaluation		
EL-14 Budgeting/Financial Planning		
EL-15 Financial Administration		

EL-16 Asset Protection

EL-17 Facilities

EL-18 Technology

**End Results Policies:**

**Date Monitored:**

**Report Appended Y/N:**

E-2 Academic Performance

E-3 Global Awareness

E-4 Communication

E-5 Career and Employment

E-6 Personal Development and Ethics

Based upon the Board's prior acceptance of these reports and the on-going monitoring of the organization's and the CEO's performance during the preceding year, the Board reaches the following conclusions relative to CEO performance:

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Following is a summary of the CEO's strengths and weaknesses relative to the CEO's operation within the boundaries established by the ***Executive Limitations*** policies and the CEO's progress toward achieving the Board's ***Ends*** policies:

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Based upon the foregoing conclusions, the Board makes the following decisions for the coming year:

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Signed: \_\_\_\_\_  
President/Chair of the Board of Education

Date: \_\_\_\_\_

Signed: \_\_\_\_\_  
Chief Executive Officer/Superintendent

Date: \_\_\_\_\_

Lake Washington School District Board of Directors