

# INDIANA SCHOOL FOR THE BLIND AND VISUALLY IMPAIRED

## Evaluation of the Chief Executive Officer (CEO) Policy

### Policy O-12

An effective and productive working relationship between the Indiana School for the Blind and Visually Impaired and the ISBVI CEO is essential to the success of ISBVI. The development and advancement of such a relationship is assisted by an annual performance management review and appraisal of the CEO's responsibilities, management, and performance. This review or evaluation of the CEO serves several purposes, which include:

1. Reviewing the responsibilities and performance of the CEO as seen by the ISBVI Board and updating the job description as necessary.
2. Identifying key priorities and objectives to improve the administrative and management leadership of ISBVI through the CEO.
3. Evaluating the performance progress and areas for improvement of the CEO.
4. Developing and maintaining a productive and beneficial working relationship between the ISBVI Board and CEO.

The goal of the performance management review and evaluation is to ensure the improvement of quality education at ISBVI through effective leadership, governance, and management of ISBVI.

The performance of the CEO will be reviewed at least annually in January of each year in accordance with written guidelines and an evaluation instrument developed and/or approved by the Board. However, the Board will not limit its evaluation to those items that appear on the evaluation instrument, since no evaluation instrument can encompass the totality of the CEO's responsibilities.

The CEO's job classification will be that of an Executive Broad Band with compensation recommended by Board and approved by State Personnel and the Budget Agency. The Superintendent will be eligible for salary increases as approved and recommended by the Board and subject to the approval of State Personnel and the Budget Agency.

Adopted by the ISB Board: 12-18-00

Effective: 01-01-2001

Revised: 06-27-05, 5/14/12

**Reviewed and Approved:** 1/11/10, 10/21/13, **8/20/18**

**ISBVI Superintendent:** \_\_\_\_\_

\_\_\_\_\_ **Date**

**ISBVI Board Chair:** \_\_\_\_\_

\_\_\_\_\_ **Date**