

POLICY 9502 APPENDIX B

PERFORMANCE EVALUATION RUBRIC

Board Expectations¹:

- serve as chief executive officer of the Library
- serve as a professional advisor to the Board
- recommend appropriate policies for consideration
- provide accurate, appropriate, and timely information about policy issues and major issues affecting the organization
- assist the Board in developing and conducting advocacy programs
- recruit, supervise, and develop competent staff

Evaluation Rubric²: under this approach, the Board determines a specific direction it wants to take and bases the Director’s evaluation on whether or not he or she is leading the system in that direction.

<u>Outstanding</u>	<u>Successful/Satisfactory</u>	<u>Needs Improvement</u>
Very proficient in library thinking; attempts to adopt best practices within the organization	Familiar with current trends in library field	Not familiar with current trends
Proposes innovative solutions to library problems and issues	Handles library problems and issues effectively	Does not respond to library problems and issues in an effective manner
Improves upon library successes and strengths	Maintains library successes	Overly passive in moving the library forward
Is proactive, finds opportunities that lead to improvement in library performance	Constantly looks for ways to improve organization performance	Maintains library performance and may allow performance to regress in key areas
Identifies priorities for initiating library services and programs	Supports and assists in efforts to develop library services and programs	Fails to participate effectively in development of library services and programs
Leads by example	Is a positive role model	Not widely respected in the library community
6	5	4
5	4	3
4	3	2
3	2	1

¹based on Buckmaster (1999)Board and Staff Roles and Responsibilities Workshop

²modification based on Castallo (1999) Superintendent evaluation in American School Board Journal