

**ABC Friends School
Head of School Evaluation
For the period July 2010- May 2011**

Part One – Achievement of Stated Objectives for Year

Place a check mark in the box that best describes your assessment of Dan's achievement of his stated objectives for the year as of May 2011, recognizing that the objectives are for the twelve month period ending June 30, 2011.

| Objective | Fully Met | On Target to Meet | Partially Met | Not Met | Don't Know |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|--------------------------|----------------------|----------------|-------------------|
| Begin to work with faculty to develop a comprehensive, interdisciplinary scope and sequence for grades 6-12. This may take longer than one year to complete in each of the academic disciplines, even though we will move forward as expeditiously as possible. | | | | | |
| Design and implement a comprehensive system of faculty evaluation. This system would include basic dimensions for quality instruction, administrative training utilizing a core evaluative instrument, and faculty training on the goals and process of effective pedagogy. | | | | | |
| With the support of the Board, meet with key constituencies, such as: parents, alumni parents, alumni, donors and friends to learn about their views concerning ABC FS. In addition, take the opportunity to share with them the vision and goals ABC FS aspires to, both short term and long range. | | | | | |
| Work with and evaluate the development efforts in the School. With Board support, reach out to constituents to garner financial support to further the school's mission. | | | | | |

Comments:

Part Two – Demonstration of Operational Achievements

Place a check mark in the box that best describes your assessment of Dan's operational achievements as Head of School this year.

| Operational Achievements | Fully Met | On Target to Meet | Partially Met | Not Met | Don't Know |
|-----------------------------------------------------------------|-----------|-------------------|---------------|---------|------------|
| Establish and articulate a compelling vision for the school | | | | | |
| Attract and retain strong faculty and administrative team | | | | | |
| Market the school effectively | | | | | |
| Maximize student retention | | | | | |
| Implement curriculum in keeping with mission of school | | | | | |
| Raise philanthropic funds to support operations and initiatives | | | | | |
| Ensure the fiscal sustainability of the school | | | | | |

Comments:

Part Three – Demonstration of Leadership Competencies

Place a check mark in the box that best describes your assessment of Dan's demonstration of the following leadership competencies this year.

| Leadership Competency | Excellent | Good | Fair | Unsatisfactory | Don't Know |
|----------------------------------------------------------------------|-----------|------|------|----------------|------------|
| Demonstrates understanding of and support for ABC FS culture | | | | | |
| Communicates effectively with constituents | | | | | |
| Is responsive to constituents | | | | | |
| Demonstrates flexibility and adaptiveness | | | | | |
| Is decisive and makes difficult decisions for the good of the School | | | | | |
| Demonstrates integrity | | | | | |
| Takes initiative to continually improve the School | | | | | |

Comments:

Part Four – Strengths and Areas for Improvement

List here 2-3 of Dan's greatest strengths as a Head of School, in your assessment:

List here 2-3 areas where Dan could improve to be a more effective Head of School, in your assessment:

Part Five – Overall Effectiveness

Highlight (or if working on hard copy, circle) the word below that best describes your assessment of Dan's overall effectiveness as Head of School in 2010-2011:

| | | | | |
|-----------|------|------|----------------|------------|
| Excellent | Good | Fair | Unsatisfactory | Don't Know |
|-----------|------|------|----------------|------------|

Your name: _____

Your signature: _____