



Board Involvement in Staff Evaluations

Question:

Should members of the school board review the evaluations of coaches, administrators, and teachers? Does their involvement in evaluations bias the board in its judiciary responsibilities?

Answer:

A school board member's involvement in evaluations could prejudice their role if they ever have to sit in that quasi-judicial role on an appeal to them. The evaluation of employees is a management function and not a governance function. The role of the Board is to hire the Superintendent who in turn oversees the functions of the schools underneath him/her. The role of the Board is to set the goals and directions of the district. Once the superintendent/building principal completes the evaluation, a general report is usually given to the Board. The ISBA Executive Director works for a Board. The Executive Director evaluates employees each year. The Executive Board does not get involved in the evaluation of the ISBA employees. If there are any issues – for instance, if someone is on probation or did not meet expectations – the Executive Director informs the Board so there are no surprises if the issue ever does lead to a dismissal.

contact us with your question:



Idaho School Boards Association

PO Box 9797
Boise, ID 83707-4797

phone (866) 799-4722
fax (208) 854-1480

web www.idsba.org
email info@idsba.org

Ask ISBA is a service of the Idaho School Boards Association. Questions may be published online at www.idsba.org or in ISBA's quarterly magazine, the SLATE.

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