

## **R1330 – Evaluation of School Business Administrator (M)**

### A. Frequency of Evaluation

The Superintendent will evaluate the performance of the Business Administrator annually, no later than April 30th, or more frequently as the deems necessary.

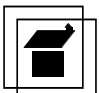
### B. Purpose

The evaluation of the Business Administrator, shall be for the purpose of:

1. Promoting professional excellence and improving the skills of the Business Administrator;
2. Improving the effectiveness and efficiency of the financial management system;
3. Reviewing the performance of the Business Administrator against specific criteria developed by the Superintendent in consultation with the Board.

### C. Evaluation Criteria

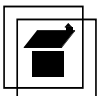
1. Criteria for the evaluation of the Business Administrator will be based upon the job description and will relate directly to each of the tasks described. Each criteria will be brief and will focus on a major function of the position, be based on observable information rather than factors requiring subjective judgment, and be written in a consistent format.
2. The Board shall develop and approve criteria for the evaluation which will be reviewed as necessary and as requested by the Business Administrator, but not less than annually, and upon any revision of the Business Administrator's job description. Any proposed revision of the evaluation criteria will be provided to the Business Administrator for comment before its adoption, and a copy of the adopted revision shall be provided to the School Business Administrator within ten working days of its adoption.



3. On or about April 1, the Superintendent will complete a written evaluation of the Business Administrator.
  4. Upon completion, the Superintendent will provide a copy of the evaluation to the Business Administrator.
  5. The Superintendent and Business Administrator will meet for an Annual Summary Conference to discuss the evaluation and establish a plan for performance improvement and growth.
  6. An opportunity will be provided for the Business Administrator to enter performance data not included in the annual performance report and to respond to any commentary in the written evaluation.
- D. Collection and Reporting of Evaluation Data

Data for the evaluation of the Business Administrator will be gathered by any one or more of the following methods:

1. Direct observation;
2. Review of a document produced by the Business Administrator in the performance of his/her assigned duties;
3. Interviews with the Business Administrator by the Superintendent regarding his/her knowledge of assigned duties;
4. Paper and pencil instruments (such as competency tests, staff surveys, and the like);
5. A review of the Business Administrator's performance by an outside observer (such as the district auditor);
6. Audio-visual monitoring of the Business Administrator in the performance of assigned duties; and
7. Reference to previous performance reports.



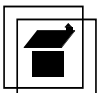
E. Preparation of Written Evaluation Report

An annual written performance report shall be prepared no later than April 30th, by the Superintendent. The report will include, but need not be limited to:

1. Performance areas needing improvement;
2. A plan for professional growth and development; and
3. Provision for performance data not included in the report which may be entered into the report by the Business Administrator within ten working days after the completion of the report.

F. Conduct of Annual Performance Conference

1. An annual summary conference with the Business Administrator will be conducted by the Superintendent before the annual performance report is filed.
2. The conference shall include but need not be limited to:
  - a. a performance review based upon achieving and implementing, as applicable, the district's goals, program objectives, policies, priorities, and statutory requirements;
  - b. a review of the most recent audit report; and
  - c. growth toward the performance objectives established in the previous performance conference.
3. The purpose of the annual performance conference shall be to provide a total review of the year's work, to identify strategies for improvement where necessary, to recognize achievement and good practice, and to specify a plan for professional growth and development. Adequate time shall be allotted for the conference in order to cover the required topics of discussion and to permit a full exploration of the possible solutions to any problems identified.



# REGULATION

## MILLBURN TOWNSHIP BOARD OF EDUCATION

R1000 - Administration  
*R1330/Page 4 of 4*

4. The annual performance report will be signed by the Superintendent at the time of the annual performance conference and by the Business Administrator within ten working days of that conference. It will be filed in the Business Administrator's personnel file, and a copy will be provided to him/her.
5. It will be the duty of the Business Administrator to implement the plan for professional growth as prepared; his/her failure to do so may result in disciplinary action up to and including certification of tenure charges.

Issued: 1 July 2006

