

**WASKOM INDEPENDENT SCHOOL DISTRICT  
CHIEF OF POLICE EVALUATION**

Name: David Dulude

DATE: 1-21-15

Evaluator: Jimmy E. Cox

Campus(es): District Wide

- Rating:** 5 – Clearly Outstanding, Excellent  
 4 – Exceeding Expectations  
 3 – Satisfactory  
 2 – Below expectations (Needs improvement, more time and effort)  
 1 – Unsatisfactory, Unacceptable

**Major Responsibilities and Duties**

	5	4	3	2	1	Comments
<b>General</b>						
Demonstrates thoroughness, reliability and a high degree of accuracy in performing work assignments.		X				
Works cooperatively with others and maintains a positive attitude in the work environment.	X					
Demonstrates initiative and good judgment in problem solving and decision-making.		X				
Reports promptly and maintains good attendance.	X					
Uses time productively on the job.		X				
Follows district policies, rules and regulations.		X				
Accepts supervisory direction.	X					
Strives to improve job skills.	X					
Demonstrates tact, courtesy and helpfulness in dealing with staff, students, parents, and visitors in the district.		X				
<b>Law Enforcement</b>						
Ensures enforcement of all laws including municipal ordinances, county ordinances, and state laws within board policy and jurisdiction of district.		X				
Oversees investigation of criminal activities that occur within jurisdiction of district or support other agencies conducting investigation.	X					
<b>Department Management</b>						
Directs the daily operations of the district police department to ensure effective law enforcement and coordinate activities with other department directors and campus principals.		X				
Works cooperatively with other staff to develop and implement proactive security programs, gang management plans, and other safety programs.		X				
Investigates and makes recommendations on all complaints and accusations made against district police officers or staff.		X				
Is aware of recent court rulings pertaining to police activity and ensure compliance of district police officers to minimize liability.		X				
<b>Consultation</b>						
Participates on committees and task forces as a district representative.		X				
Serves as district liaison to local law enforcement agencies and juvenile authorities.	X					
<b>SAFETY</b>						
Develops procedures for safe handling and use of firearms.	X					

Name: David Dulude

Job Title: Chief of Police

	5	4	3	2	1	I/P	Comments
<b>SAFETY (continued)</b>							
Develop emergency response procedures for a variety of emergency situations including lockdowns, bomb threats, and is the district's Emergency Response Coordinator.		X					
<b>Personnel Management</b>							
Supervises and schedules police officers and staff assigned to department to ensure safety of students and facilities.		X					
Prepares, reviews, and revises police department job descriptions.		X					
Develops training options, improvement plans, and makes student and staff connections to promote safety and security.	X						
Evaluates job performance of employees to ensure effectiveness.		X					
Makes sound recommendations about personnel selection, placement, transfer, retention, and dismissal.		X					
<b>Administration</b>							
Maintains property room for storage of weapons, contraband, etc., confiscated on district property.		X					
Ensures that department operations are cost-effective and funds are well-managed.		X					
Compiles budgets and cost estimates based on documented department needs.		X					
Recommends policies to improve department.		X					
Compiles, maintains, and files all physical and computerized reports, records, and other documents required.	X						

General Comments: Seek more campus Pro-Active Programs in cooperation with the campus Principals. Programs that deal directly with school and student safety.

Evaluator's Signature: Jimmy E. Cox

Date: 1-21-15

Employee's Signature: [Signature]

Date: 1-21-15

Recommend a one year extension of the current 12 month two year term contract. (2014-15)(2015-16)(2016-17)