



BOARD OF SCHOOL TRUSTEES  
KELLER INDEPENDENT SCHOOL DISTRICT

**3D. Action**

**Date: December 13, 2004**

**SUBJECT: APPROVAL OF EVALUATION DOCUMENTS**

**BOARD GOAL: Academic Excellence**

**FISCAL NOTE: None**

**Background Information:**

- Per Policy DNB (LEGAL), all administrators shall be appraised annually using either the Commissioner's recommended appraisal process or criteria developed by the District and adopted by the Board.

**Administrative Considerations:**

- Proficiencies to be evaluated include: Learner Centered Leadership, Learner-Centered Climate, Learner-Centered Curriculum and Instruction, Learner-Centered Professional Development, Learner-Centered Communication, Learner-Centered Professional Behavior and Ethical Conduct, and Equity and Excellence for All Learners.
- The Administrative Proficiency Evaluation document moves away from a "checklist" format.
- This evaluation format will be implemented for the Superintendent and Principals evaluations for the 2004/2005 school year.

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**The administration recommends that the Board of Trustees approve the evaluation documents as presented.**

Respectfully submitted,

James R. Veitenheimer  
Superintendent