

WASKOM INDEPENDENT SCHOOL DISTRICT

CHIEF OF POLICE EVALUATION

Name: David Dulude

DATE: 2-5-14

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
General							
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					
Law Enforcement							
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					
Department Management							
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					
Consultation							
Participates on committees and task forces as a district representative.		X					
Serves as district liaison to local law enforcement agencies and juvenile authorities.	X						
SAFETY							
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
SAFETY (continued)							
Develop emergency response procedures for a variety of emergency situations including lockdowns, bomb threats, and is the district's Emergency Response Coordinator.		X					
Personnel Management							
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					
Administration							
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: More involvement in the district instructional process. More hands-on interaction with the students in the classroom.

Evaluator's Signature:

Alvin E. Coy

Date: 2-5-14

Employee's Signature:

David Dulude

Date: 2-5-14