

**Ector County Independent School District  
Odessa, Texas**

**Memorandum**

**TO:** Board of Trustees  
**FROM:** Tom Crowe, Superintendent of Schools  
**SUBJECT: DISCUSSION OF SUPERINTENDENT APPRAISAL INSTRUMENT**  
**DATE:** January 12, 2016

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Following this cover page is the Appraisal Instrument that the Board used last year to appraise the Superintendent. Please look it over and determine if this is the same instrument you wish to use this year or if modifications are needed in order for the Superintendent to gather the data necessary to complete the instrument.

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No specific action is required.

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Respectfully submitted,

**Tom Crowe**  
Superintendent of Schools