

**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:** November 8, 2016

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The Board of Trustees will discuss the Superintendent Appraisal Instrument.

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No specific action is required.

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Respectfully submitted,

**Tom Crowe**  
Superintendent of Schools