

Executive Summary: Revised Director Evaluation Tool

In a collaborative effort to modernize and streamline leadership assessments, the Director of Operations and Safety, in conjunction with the Directors of Athletics/Activities, Technology, Health Services, Food Service, and Transportation, has developed a new evaluation tool. This instrument, MCUSD 223 Director Eval, is designed to replace the 2022-2023 Director Evaluation model. The goal of this update is to move from a complex, weighted rubric toward a more direct, behavior-based assessment that aligns more closely with our district's professional standards.

Key Improvements and Changes

The new evaluation tool introduces several critical shifts in how our leadership team is assessed:

- **Simplified Scoring Structure:** The previous model utilized a complex weighting system (Finance 20%, Culture 25%, Systems 25%, and Performance 30%). The new tool moves to a transparent 40-point scale divided into three core pillars:
 - Professional Foundation (12 points)
 - Operational Leadership (12 points)
 - Strategic & Cultural Leadership (16 points)
- **Behavioral Competencies:** While the old tool focused on specific departmental domains, the new tool evaluates broader leadership qualities such as Job Knowledge, Professionalism, Initiative, and Resourcefulness.
- **Enhanced Feedback Loops:** Every section includes dedicated space for qualitative comments, ensuring that directors receive specific, actionable feedback.
- **Alignment with District Values:** The new tool emphasizes Strategic Planning and Alignment to District Goals, ensuring that every director's work is directly linked to the district's long-term mission and organizational sustainability.

Performance Rating Tiers

The revised tool maintains a four-tier rating system to ensure clarity in performance expectations :

Rating	Point Range	Description
Distinguished	35–40	Consistently exceeds expectations and serves as a model of practice.
Proficient	27–34	Consistently meets and maintains all performance expectations.
Needs Improvement	19–26	Performs duties adequately but requires additional support to meet

		standards.
Unsatisfactory	10-18	Performance does not meet minimum district expectations.

Recommendation

The administration recommends the Board of Education consider the approval of the MCUSD 223 Director Eval tool for immediate implementation. This collaborative update ensures our directors are held to high, clear, and consistent standards that reflect the operational needs of our district.