

## **Principal Evaluation**

The Board of Directors shall institute and maintain a process for the evaluation of the job performance of the Principal. Prior to commencement of the school year the Board shall establish with the Principal a list of measurable goals and objectives. Informal reviews will be conducted quarterly in executive session with the Board and the Principal. A formal, written evaluation will be undertaken by the Board no less than once per school year. This formal evaluation will include such items as salary, performance reviews, parent input, evaluation skills, areas for improvement, and goals for the following year.

The purpose of the Administration evaluations shall be to assess the Principal's effectiveness in administering the school in accordance with TPCA goals and policies. The results of such evaluation may be used in Board decisions relating to salary, retention, and may also be used to assist the Principal in improving and developing skills necessary in the effective administration of the school.

Nothing in this policy shall be deemed or construed to assure, create, or imply in any manner any right to employment, renewal of employment contracts, alteration of "at will" employment status, or modification or extension of any of the terms of any contract entered into between the Principal and Twin Peaks Charter Academy. Nothing in this policy shall be deemed or construed to grant or establish any rights not specifically contained in a written contract between the Principal and Twin Peaks Charter Academy, including, without limitation, any condition, prerequisite, procedure, or similar factors relative to non-renewal of contracts, transfer, assignment, dismissal, allocation of responsibilities and duties, or any other matter. All employment decisions shall remain within the sole and continuing discretion of the TPCA Board of Directors, subject only to applicable Colorado and Federal law.

Approved: November 29, 1999