

## ROLE, QUALIFICATIONS, AND APPRAISAL OF THE SCHOOL BOARD

The Albemarle County School Board ("School Board") has established the vision, mission, goal(s), and strategic objectives for the School Division. The division goals are based on this vision and mission. Yearly, the School Board reviews and revises the Biennial School Board/Superintendent Priorities to support the achievement of these goals.

The ~~Albemarle County~~ School Board and ~~the~~ Superintendent are bound in a partnership of mutual trust and vision. ~~The Superintendent and School Board~~ They are responsible for selecting the results that the School Division system should be pursuing. ~~Since they have the power to pursue and enforce these decisions, these policy makers are primarily accountable for these results.~~ Together, the School Board and Superintendent ~~and School Board~~ take primary responsibility for ensuring the ~~Albemarle County Public~~ School Division is an effective school system. ~~This means the School Division is one~~ in which resources are organized and delivered in such a way as to assure that provide all students with the opportunity to learn within the system learn the essential curriculum as defined by that system. An effective school system, through its mission and goals, its instructional program and support services, and its allocation of resources assures that its priorities are teaching for learning and that its focus is on both quality and equity. To reaffirm their partnership in fulfilling this responsibility, the School Board and the Superintendent share common areas of periodic evaluation, in order to provide an effective School Division for our children.

### The Role of the School Board

The School Board establishes policy and, together ~~works in partnership~~ with the Superintendent, in developing to develops a common vision for the School Division. ~~The School Board sets the policy direction for the School Division based on this vision.~~

The specific responsibilities of the School Board include the following:

1. Establish and communicate a clear vision, mission, goals, and ~~the~~ Strategic pPlan.
2. Ensure that school laws are properly explained, enforced, and observed.
3. Provide for ~~the erecting constructing, renovating,~~ furnishing, ~~and equipping, and maintaining~~ of school buildings, and the maintenance thereof.
4. Provide for the consolidation of schools or redistricting of school boundaries as deemed necessary.
5. ~~Operate and maintain the public schools in~~ Supervise asnd oversee the operations of the School Division, and determine the
6. Determine and approve the length of the school calendar.
7. Approve the curriculum and learning resources used in the School Division.

- ~~87.~~ Establish instructional and management priorities to support the achievement of the School Division's vision, mission, and goals.
- ~~98.~~ Develop and adopt-implement policies that determine-govern the operation of the Albemarle County Public Schools School Division.
- ~~109.~~ Recruit, hire, and evaluate the Superintendent.
- ~~110.~~ Adopt an annual budget.
- ~~124.~~ Ensure that all funds are accurately accounted for according to the adopted budget.
12. Establish policies governing-establishing salaries and salary schedules, terms and conditions of —employment, fringe benefits, leave, professional development, and equitable evaluation for all employees.
13. Act on personnel recommendations of the Superintendent and enter into contracts with such personnel as required by law.
14. Communicate with various constituencies to receive input and gather support for public education.
15. Act as final adjudicator as delineated-articulated in by policy, federal and state regulations,federal and state stautes and regulations and School Board Policy, and statutes.
16. Follow School Board guidelines as defined in School Board Policy BG.

### Performance Appraisal

Performance Appraisal is a critical responsibility of the School Board and focus on providing frequent feedback is an important priority. The Albemarle County School Board and Superintendent work in partnership to carry out the Division's mission, goal, objectives, and biennial priorities; therefore two-thirds of the appraisal is a joint appraisal and one-third based on agreed upon performance standards. In light of this partnership, the Superintendent's and Board's appraisals conduct a joint appraisal encompassing contain the following three components:-

1. An impact appraisal for the Board's overall goal(s) and objectives, supported by impact appraisal from the annual ACPS Board Priorities Status Report. This is a common component for both the Superintendent and the School Board. The appraisal process will involve individual Board member assessments of objective and priority impacts, as well as Superintendent and staff assessments of these impacts;
2. The second Appraisal will be based on of measurable performance indicators of the School Board using division-wide data to identify student performance and comparison to the previous school year that will. The Superintendent and Board's selected goals and actions will result in acceptable and measureable progress in student performance. Each October / November, during the State of the Division report process, the Board and

~~Superintendent will help to identify performance gaps and areas for improvement, set and allow prioritized targets for improvement. achievement to be established.~~

~~3. Appraisal based on performance standards established by the Virginia Department of Education (VDOE) for the Superintendent in 2013 and characteristics of effective School Boards published by the National School Boards Association Center for Public Education.~~

~~2. ; and identify policy implications and/ or actions. Simultaneously, they will also assess division-wide student performance for the previous year.~~

~~3. An appraisal based on performance standards established by the Virginia Department of Education (VDOE) for the Superintendent in 2013, and based on research supporting effective School Boards. In 2011, after extensive research, the National School Boards Association's (NSBA) Center for Public Education (CPE) has established characteristics of effective School Boards. This second component of the appraisal will be different for the Board and Superintendent, as the standards for each are different.~~

The appraisal ~~documents tools and templates are~~ assessment rubrics will be ~~are~~ retained by the Clerk of the Board, ~~and for use by the converted into digital tools for for the School~~ Board and Superintendent, ~~management and use.~~

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Adopted: July 1, 1993  
Amended: March 24, 1997; August 10, 2006; September 8, 2011; December 10, 2015;  
November 10, 2016  
Reviewed: March 8, 1999; June 28, 2001; February 9, 2006

Legal Ref.: Code of Virginia, 1950, as amended, §§22.1-78 and 22.1-79-

Cross Ref.: BA, *Board Member Authority and Duties*  
CBA, *Role, Qualifications, and Evaluation of the Superintendent* (~~Evaluation of the~~  
~~Annual~~  
~~School Board/Superintendent Priorities~~)  
~~KN, Sex Offender Registry Notification~~

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