

**SUBJECT:                    EVALUATION OF EXECUTIVE LEVEL STAFF**

**Supersedes:**            GCNA\* (Also AFCA\*)  
**Effective:**                March 12, 2009  
**Page:**                        1 of 2  
**Approved by:**            Detroit Board of Education

**1.0    Policy**

The Board approved an executive performance review system for top-level executives, including the General Superintendent.

The purpose of the system will be to maintain and improve the educational effectiveness and managerial efficiency of the top administrative leadership of the Detroit Public Schools. The development of systemwide and individual goals, objectives, performance standards, and measurements within this system will provide a planned way for addressing key issues of quality education and systemwide and individual accountability.

The system will be used as a basis for identifying top-level executives who have performed at predetermined acceptable levels and those who have demonstrated superior performance.

Each administrator will define his or her goals and objectives, which shall be supportive of Board-approved goals, set performance standards, prescribe levels of measurement, and annually undergo at least two review sessions with the General Superintendent or a designee.

At the beginning of each school year, the General Superintendent will present for Board review and approval a set of systemwide managerial goals for the year against which the General Superintendent's performance will be measured. Subsequently other top level administrators will develop individual annual objectives which will be consistent with those articulated by the General Superintendent and endorsed by the Board.

After a year-end review carried out by the General Superintendent and the Human Resource committee, the Board will receive reports on the degree to which annual goals and objectives of the General Superintendent and of other key administrators have been met. The Board will also receive mid-year reports indicating whether accomplishment of each specified goal is on target.

**Attachments to Policy 7.32:**            None

**See also:**                        None

**Legal References:** None

**Labor Contract References:** GCBA, Professional Staff Merit System  
(Incentive Pay-Executive Staff)