



<i>The Classical Academy</i>	<i>Policies and Procedures</i>
Policy Name:	Recruitment, Appointment, and Evaluation of TCA President
Policy Number:	CBB-TCA
Original Date:	3/1/2010
Last Reviewed:	11/14/2022
Category:	Board
Author:	Board Clerk
Board Approval:	TCA Board of Directors

RECRUITMENT, APPOINTMENT, AND EVALUATION OF TCA PRESIDENT

The recruitment, appointment, and evaluation of the TCA President is a function of the TCA Board of Directors. The TCA Board will conduct a search to find the person it believes can most effectively implement the TCA Core Values, translate into action the policies of the TCA Board, and fulfill the aspirations of the community and professional staff.

The TCA Board may seek the advice and counsel of interested individuals or of an advisory committee, or it may employ a consultant to assist in the selection. Final selection, however, will rest with the TCA Board after a thorough consideration of qualified applicants.

A vote of the majority present of TCA Board membership will be required for the appointment of the TCA President.

Names and materials submitted to The Classical Academy by an applicant will remain confidential until the applicant becomes a finalist for the position. When an applicant becomes a finalist, all materials submitted by the applicant will be available for public inspection except that letters of reference or medical, psychological, and sociological data will remain confidential.

EVALUATION OF PRESIDENT

- The TCA Board will evaluate the TCA President using the President’s Goals and TCA’s Strategic Plan.
- The TCA President will be evaluated based on a protocol established by the TCA Board.
- The President will be evaluated according to the following timeline:

Month

Event

Nov – Mar

During Executive Sessions, the TCA board will provide feedback on a schedule of deliverables aligned with the President’s Goals and Strategic Plan.

Jun

Prior to the May Board Meeting, individual annual evaluations will be completed by each Board member and sent to the Board Chair.

June Executive Sessions scheduled at May Board meeting to discuss evaluation with the President and establish the President's compensation.

July President's goals and evaluation plan are reviewed.

August President's goals are approved by the TCA Board for the academic year.

Legal Refs:

C.R.S. § 22-32-110(1)(g) (BOE has power to employ a Chief Executive Officer)

C.R.S. §§ 24-72-202(1.3) ("Executive Position" defined) and 204(3)(a)(I)(XI)(Public Records)

This TCA policy replaces ASD20 policy CBB.

Policy Revision History

Date	Revision Details	Revised By
2/15/2013	Reformatted policy into new template. Completed annual review.	Board Clerk
10/28/2014	Updated policy and completed annual review.	Board Clerk
10/17/2016	Removed President's midyear evaluation and moved the end of year evaluation to May/June and included feedback on periodic reports presented to the Board	Amended by the TCA Board and Approved by the TCA Board.
11/14/2016	Removed requirement for Cabinet evaluation of President and President's self-evaluation.	Recommended by the Governance committee and approved by the TCA Board.
12/10/2018	Specified a majority of the TCA Board "present" was needed to appoint the TCA President. Added a new President Evaluation Form.	Recommended by the Governance committee and approved by the TCA Board.
5/13/2019	Completed annual review. Made changes to timeline.	Recommended by the Governance Committee and approved by the TCA Board.
2/8/2021	No changes.	Recommended by the Governance Committee and approved by the TCA Board.
11/14/2022	1 st paragraph, 2 nd sentence removed "an active" search...; 4 th paragraph, 1 st sentence added "Names and" materials...; under Month changed August-April to "Nov-Mar" and May to "Jun"	Recommended by the Governance Committee and approved by the TCA Board.

Attachment:

President's Evaluation Form