

2-11-2013
John Picone
Pleasant Hill Board of Education Member
Rural route #1 Box 60-A, Nebo IL 62355
217-734-2091

To: Members of the Pleasant Hill CUSD Board of Education

The purpose of this correspondence is to formally present an opinion of dissent concerning the practice of singular evaluation of the chief administrative officer of the district by the president of the board of education prior to board discussion or collective performance review.

The current practice of administrative review requires board members to complete evaluation rubrics individually then present them to the president of the board of education. The president in turn develops a consensus of opinion prior to large group discussion of administrative performance. This system effectively limits progressive feedback through formal discussion by providing the predisposition of a foregone conclusion with regard to administrative performance. Furthermore evaluation statements submitted anecdotally are subject to the interpretation of the board president rather than received as a first person account. As a representative body acting on behalf of community interest(s) transparency in our accountability practices is of the utmost importance. Interpretation is the antithesis of said transparency.

A panel discussion format which uses the evaluation rubric as a guide to develop a consensus of opinion through direct feedback of board members would ensure a platform for accountability that is equitable and transparent. Compared to the current system of evaluation, which lacks fidelity in terms of its intended purpose, a panel discussion format would provide a position of defensibility for all stakeholders involved in the administrative evaluation process regarding intent and protocol.

Signed,



John Picone