**New Orleans College Prep**

**CEO Evaluation – 2011-2012**

**Evaluation Process:**

1. Hal will ensure The High Bar CEO evaluation survey is disseminated by May 15, 2012, with the results compiled before June 15, 2012. The survey will be completed by all board members and direct reports, in addition to 1-2 randomly selected teachers at each of the 3 schools
2. The board will meet at its June 27th, 2012 to review and discuss the results of the organization’s actual performance to goals, and the results of The High Bar surveys.
3. The Evaluation Committee (Hal + Kenneth) will write up a final summary of the board’s evaluation of the CEO and document it in the board’s files with the Secretary. Deadline: July 15, 2012.

**CEO Goals for 2011-2012:**

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| **Goal** | **Metric** | **% of Bonus Allocation**  **(Total bonus potential = 10% of salary)** |
| Assessment Index of at least 85 | iLEAP, LEAP and EOC scores for grades 3-10 | 50% |
| Student Attendance > = 95% | Average daily attendance for all three schools combined (cumulative for 2011-2012 school year) | 5% |
| Student Retention > = 90% | (# of active enrollees on June 6, 2012) / (Total # of enrollees on or after August 10, 2011) | 5% |
| Parent Satisfaction > = 90% | At least 90% of parents will report being “Satisfied” or “Highly Satisfied” on the Q4 parent survey, on average across all questions | 5% |
| Staff Retention > = 90% | (# of employees returning for the 2012-2013 school year) / (# of active employees on June 6, 2012)  Note: calculation will exclude employees who have been unwillingly terminated by NOCP management | 10% |
| On-Budget Performance + Clean Audit | June 30,2012 financial statements reflect end-of-year surplus/deficit is on or better than budget  2010-2011 Audit Report reflects unqualified opinion | 25% |