Director Evaluation
Westchester Library System
August 26, 2009

Josh Cohen
Director, Mid-Hudson Library System
jcohen@midhudson.org
845-471-6060 x217
Why Are you Evaluating?

Reasons why:
- Motivate the Director
- Communicate issues and problems
- Create agreed upon expectations
- Identify areas of concern
- Obtain feedback
- Insure sound management
- Salary Adjustment
- Everyone says we should
Evaluation Errors

- Evaluating the Director as subordinate
- Using evaluation as disciplinary or dismissal method
- Focusing on minutia
- Remembering only recent events
- Not noticing long term trends
- Emphasizing mistakes
- Past Oriented
What Do Most Boards Evaluate?

Behavior Traits
Job Description
Objectives
Collection Management
Community Relations
Board Relations
Staff Popularity
Board Popularity
What Should you be Evaluating

• Is your Library providing quality service to your community?
• Is your library following Plan of Service
• Is your Library functioning organizationally
• Is your Library well respected in the community?
• Plan for the future growth of the library
• Library Board
Mid-Hudson Model

• Key Question: Are you pleased with the functioning of your library
• How do you want the Director the feel at the end of the process?
• Director as partner
• Depersonalize
• Health of the Organization
• Future oriented
Issues about the Process

• Full Board or Executive Committee or Personnel Committee
• To ask for Director Self evaluation
• Input from Staff or patrons?
• How do you want the Director to feel at the end of the process?
Resources

- [http://midhudson.org/trustee/eval_form.doc](http://midhudson.org/trustee/eval_form.doc)