

**Columbus Public Library  
Director Evaluation  
2026**

**Evaluation Process:**

Each member of the Board will review the following focus area questions. The Library Director's evaluation is based on the achievement of the goals generated by these questions. Board members will discuss and sign-off on the current evaluation document.

**Annual Evaluation Timeline:**

February-The Director Evaluation Instrument is presented to the Board.

March-The Board meets in closed session to discuss the Director's evaluation and formally sign off on it.

April-The Director presents new annual goals to the Board for review and approval.

**Focus Areas:**

1. Has the Director demonstrated **Leadership and Management Skills** with respect to the Library and its staff?

Success Demonstrated      Improvement Suggested

Evidence/Explanation:

2. Has the Director demonstrated her ability to provide **Budgetary, Fiscal, and Infrastructure Information** to the Board?

Success Demonstrated      Improvement Suggested

Evidence/Explanation:

3. Has the Director managed and/or developed **Programming Initiatives and Resources** for the Library and its patrons?

Success Demonstrated      Improvement Suggested

Evidence/Explanation:

4. Has the Director maintained **Public Services/Relations and Communications** with the Columbus community and surrounding areas?

Success Demonstrated      Improvement Suggested

Evidence/Explanation:

5. Has the Director demonstrated her ability to provide the Board with **Policy Assistance and/or Development Support** pertaining to local, state, and national developments in the library field?

Success Demonstrated      Improvement Suggested

Evidence/Explanation:

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Approved by Board \_\_\_\_\_ (date)

Signed by all board members