



Mission & Data

Best Practices for Head Evaluations

Who: Heads of School, Board Members

When: Wednesday, December 3rd, 2025 from 9:00 to 10:00 a.m.

Where: Virtual on Zoom

Session Description:

How do you measure success in schools when so much of what the school does feels cultural and subjective? This interactive session will examine how boards and heads can unpack the “squish” to measure and evaluate success for both the school as a whole and for the head of school. We will cover best practices for effective head evaluation, including the goal setting process. We will outline the ideal timeline and cycle for the evaluation process. The session will conclude with participants working through several short case studies.

Bio:



Cliff Kling, J.D. is Mission & Data’s Senior Executive Compensation and Leadership Strategist. Cliff brings a unique background and skill set to his work in executive compensation having practiced public accounting with KPMG as a CPA, practiced law with a large law firm, served 13 years as Chief Financial Officer and General Counsel of an independent school, and served 11 years as President of two independent schools, including the fifth largest NAIS school, Gulliver Prep in Miami, FL with an enrollment of 2,230 students. Cliff has also served on numerous boards, including the search and compensation committees of those boards. Given his broad experience, he understands executive compensation from many perspectives: legal, accounting and tax, school budget constraints, the board’s fiduciary and stewardship responsibilities, and from knowing well the demands and challenges of sitting in the head’s seat. Cliff graduated from Georgetown University where he majored in accounting, and he earned a Juris Doctor from the University of Mississippi School of Law. Cliff and his family now make their home in Carbondale, Colorado.

- **Free for those schools who purchased a speaker series subscription.**
- **\$50 per attendee for those schools who have chosen “A la Carte”. You may pay by credit card when you register.**

