

Administration

EVALUATION OF SUPERINTENDENT

The Governing Board shall evaluate the Superintendent annually. Each evaluation shall cover the period from July 1 to June 30, and will be completed by July 30 each year with a mid-term evaluation conference to be held in January of each year.

Through evaluation of the Superintendent, the Board shall strive to accomplish the following:

1. Clarify for the Superintendent his/her role in the school system as seen by the Board.
2. Clarify for all Board Members the role of the Superintendent based on his/her job description and the immediate priorities among his/her responsibilities as agreed upon by the Board and the Superintendent.
3. Develop harmonious working relationships between the Board and Superintendent.
4. Provide administrative leadership for the school system.

The Board and Superintendent shall agree in writing on:

1. A limited number of mutually agreed upon performance objectives to be identified by August 1.
2. A description of activities to be performed or standards of behavior expected to achieve the projected results.
3. The availability of needed resources, existing constraints such as budget, personnel and contract conditions, and other factors which may have an effect on the accomplishment of the objectives.
4. The results expected.
5. A calendar of dates for fulfilling the objectives.
6. Dates of evaluation.
 - a. Written July 30.
 - b. Discussion session no later than September 30.

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EVALUATION OF SUPERINTENDENT (continued)

Evaluation Process

1. Each Board Member shall individually evaluate the performance of the Superintendent based upon the performance objectives and share results with colleagues.
2. Each Board Member may also complete a rating scale checklist.
3. The Board President or a designee shall have the responsibility to prepare a compilation of the evaluations with all written comments intact. The composite shall be presented to the Superintendent.
4. At a subsequent date, the Board shall meet with the Superintendent to discuss the evaluation.