



Book	Policy Manual
Section	First Reading by Board
Title	EVALUATION OF THE SUPERINTENDENT
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1240 - EVALUATION OF THE SUPERINTENDENT

~~all be responsible for annually evaluating the job performance of the superintendent. Mutually agreed upon goals and objectives shall be established following the annual evaluation by the School Board and Superintendent. In June the superintendent shall prepare a written report to address progress on the current goals, objectives, and responsibilities of the job.~~

~~The annual evaluation will be scheduled by the board president and superintendent and shall be held prior to February 1. The Superintendent shall prepare a final written report to address progress on the current goals, objectives, and responsibilities of the job. The Board will meet in closed session and, through consensus, will evaluate the Superintendent using the Superintendent summative evaluation tool. The Board President will prepare a written evaluation. One copy of such written evaluation shall be placed in the permanent file and one copy shall be given to the Superintendent.~~

~~If a Superintendent is deemed by the board to need improvement, a mutually agreed upon corrective action plan will be developed. If a corrective action plan is developed, the School Board President will meet monthly with the Superintendent to discuss progress toward the plan goals.~~

~~Re-evaluation of the Superintendent with a corrective action plan will take place in no more than a six-month interval and is the responsibility of the School Board President to oversee.~~

The Board believes it is essential that it evaluate the Superintendent's performance periodically in order to assist both the Board and the Superintendent in the proper discharge of their responsibilities and to enable the Board to provide the District with the best possible leadership.

The Board shall

annually, no later than _____ February 1 **[INSERT DATE]**

periodically, but not less than every _____ **[INSERT FREQUENCY]**

evaluate the performance of the Superintendent. (See Policy 1110 — Assessment of District Goals) **[END OF OPTIONS]** Such evaluation shall include an assessment of:

- A. the progress toward the educational goals of the District;
- B. the working relationship between the Board and the Superintendent;
- C. the Board's own effectiveness in providing direction to the Superintendent.

Such assessments will be based on defined quality expectations developed by the Board for each criteriacriterion being assessed.

The Board

and the Superintendent, jointly, **[END OF OPTION]**

shall, at the outset of each evaluation, determine the method by which the evaluation shall be conducted. Such a method may include:

- A. the Superintendent's own self-analysis of the current status of the District;
- B. the active participation of each Board member;
- C. a recommendation from a Board committee;
- D. a compilation of assessments
 on a prepared standard form
by individual Board members, which shall then be reviewed jointly by the Board and Superintendent;
- E. evaluation interviews between the Board and Superintendent during which no other business is discussed;
- F. the Superintendent's assessment of Board efficiency and effectiveness.

As an outcome of the evaluation of the Superintendent's performance, the Board should be prepared to judge the advisability of retention of the Superintendent and be prepared better to:

- A. make decisions related to the Superintendent's contract renewal;
- B. determine the Superintendent's salary and performance-based incentives ~~[END OF OPTION]~~;
- C. identify strengths and weaknesses in the operation of the District and determine means by which weaknesses can be reduced and strengths are maintained;
- D. establish specific objectives, the achievement of which will advance the District toward its goals;
- E. determine progress toward District strategic goals as outlined in Policy 1110—Assessment of District Goals;
- F. improve its own performance as the public body ultimately charged with the educational responsibility of this District.

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