

## SUPERINTENDENT EVALUATION

Descriptor: CBI \*  
Rescinds: CBI

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### **BOARD POLICY**

1. The Board shall **conduct a semi-annual comprehensive evaluation of the superintendent, in January and August of each year, using the assessment benchmarks established by the Mississippi School Board Association.** ~~evaluate the superintendent in July of each year.~~

Though individual members of the Board have many opportunities to observe and assess the superintendent's performance, it is clear that such informal evaluations cannot provide the Board with a complete picture of the superintendent's effectiveness in carrying out a complex job. Regular formal evaluation offers the Board the best means of assessing the chief administrator's total performance.

2. **The purposes of the assessment are to evaluate the success the superintendent has attained in meeting District goals and objectives, the superintendent's leadership skills and whether or not the superintendent has established appropriate standards for performance, is monitoring success and is using data for improvement.**

3. ~~The general purpose of the evaluation will be to~~ **also** assist the superintendent in improving job performance and to improve communication between the Board and superintendent. Specifically, the purpose of a formal evaluation includes:

- Enhancing the chief administrator's effectiveness.
- Assuring the Board that its policies are being carried out.
- Clarifying for the superintendent and individual Board members the responsibilities that the Board expects the superintendent to fulfill.
- Strengthening the working relationship between the Board and the superintendent.

4. The desired conditions are:

- Evaluation must be continuous and must have the commitment of members of the Board to be accomplished effectively.
- The evaluation, including all discussion, must be confidential.
- The Board's evaluation should occur in Executive Session at a scheduled time and place, with no other items on the agenda and with all board members present.
- The Board and superintendent will use the evaluation results as they cooperatively set goals for the superintendent. The results will also be used as a basis for planning a program of professional development. Progress toward these goals will be evaluated during the ensuing year. **six months.**
- The Board's evaluation will include discussions of both strengths and deficiencies.
- The findings must be supported by objective documentation.

5. The evaluation process will provide:

- An annual written assessment of the current status of the superintendent's performance.
- Documentation of the superintendent's continuous performance over time.
- Increased accountability as a result of objective evaluation.

#### **REFERENCES**

MCA § 37-7-301 (aaa), HB 447, 2012

#### **EXHIBITS**

Mississippi School Board Association Assessment Benchmarks