

SUPERINTENDENT - BOARD EVALUATION CYCLE

August - September: Board Evaluation Phase

- > **Objective:** Assess the performance and effectiveness of the Board to ensure alignment with district goals and governance best practices.
- > **Activities:**
 - > Conduct a self-assessment or peer evaluation of the board's effectiveness, governance, and alignment with district objectives.
 - > Review board performance regarding support for the superintendent and district initiatives.
 - > Identify areas for improvement in board operations and communication.
- > **Outcome:** Complete a Board Evaluation report that highlights strengths, areas for improvement, and recommendations for enhanced governance.

August - September: Superintendent Pre-Evaluation Phase

- > **Objective:** Prepare for the upcoming Summative Evaluation in October.
- > **Activities:**
 - > Review and finalize the performance evaluation framework and criteria.
 - > Review performance objectives and desired outcomes for the evaluation period.
 - > Ensure alignment of superintendent goals with Lone Star Governance Goals.
- > **Outcome:** Establish clear expectations and finalize the evaluation framework for the October Summative Evaluation.

October: Superintendent Summative Evaluation Phase

- > **Objective:** Conduct a comprehensive, formal review of the superintendent's performance.
- > **Activities:**
 - > Review achievements, progress toward set objectives, and overall performance.
 - > Conduct formal evaluation meetings with the superintendent to discuss results.
- > **Outcome:** Summarize performance in an evaluation report that highlights strengths, areas for improvement, and recommendations.

February: Board Workshop to Develop Superintendent Student Outcome Goals

- > **Objective:** Establish student outcome-focused goals for the next evaluation period.
- > **Activities:**
 - > Hold a board workshop to analyze student performance data and district progress.
 - > Set collaborative, measurable goals that align superintendent performance with student success.
 - > Ensure alignment with district strategic plans and objectives.
- > **Outcome:** Finalize a clear set of student outcome goals that guide the superintendent's focus for the upcoming cycle.