

## **Browning Public Schools**

### **Policy # 2125**

Policy Name: *Evaluation of the Superintendent*

Regulation: -----

The purpose of the superintendent's evaluation is to establish a method by which the Board of Education may periodically review the job performance of the chief executive officer of the school district. Such a review serves a number of functions:

1. The Board discharges its statutory responsibility to undertake a critical review of the performance of the party;
2. A determination is made as to what the Board of Education expects the superintendent and his staff to accomplish;
3. The respective roles of the Board and superintendent are clarified;
4. Problem areas are noted with respect to the superintendent's performance and the school system's needs and a plan for improvement agreed to;
5. Specific strengths and areas requiring improvement of the superintendent's administration are identified;
6. Effective communication between the Board and superintendent is facilitated.

The Board realizes that it is increasingly important to free the Superintendent from the pressures of special interest groups within the community by ensuring his/her security from the threat of sudden and unjustified dismissal. As a result, the board shall establish specific evaluative criteria reflecting professional competencies for evaluation of the Superintendent's performance and shall be responsible for annually evaluating his/her performance prior to February 1<sup>st</sup> of each contract year. Should a majority of the Board Membership determine, subsequent to completion of evaluation, that the superintendent's services are considered unsatisfactory s/he will be notified and will be given reasonable opportunity to correct the deficiencies. Renewal of the superintendent's contract will be dictated by the results derived from the established evaluation process.

**Cross Reference:** #1515 Board/Superintendent Relations  
#1520 Board Communications

**Legal Reference:** 20-4-401, MCA Appointment and Dismissal of District Superintendent  
20-4-402, MCA Duties of District Superintendent  
10.55.701, ARM Board of Trustees

### **Policy History:**

Adopted on: 1/12/99

Amended on: