

## **Code No. 302.5 SUPERINTENDENT EVALUATION**

The board will conduct an ongoing evaluation of the superintendent's skills, abilities and competence. At a minimum, the board will formally evaluate the superintendent on an annual basis. The goal of the superintendent's formal evaluation is to ensure the education program for the students is carried out, promote growth in effective administrative leadership, clarify the superintendent's role, clarify the immediate priorities of the board and develop a working relationship between the board and the superintendent.

The formal evaluation will be based upon the following principles:

- Link to academic, social and emotional growth for all students in the system.
- Recognize the importance of the superintendent's work in the moral dimensions of leadership to facilitate a better quality of life for all groups, both inside the school community and in the greater community.
- Align with the Iowa Standards for School Leaders (ISSL).
- Have research-based criteria about effective superintendent behaviors which are substantiated by measurable data from multiple sources and are legal, feasible, accurate and useful.
- Provide opportunities for personal and professional growth.
- Be ongoing and connected to school improvement goals
- Connect the district's goals with its public's vision for their schools.
- Be intended to improve performance not prove incompetence

The Superintendent will present to the board of education a list of performance goals by the August board meeting. The board may add goal(s) as deemed necessary.

The superintendent evaluation process has been approved by the board of education

If a superintendent's contract is not being renewed by the board, the contract will be extended automatically for additional one-year periods beyond the end of its term until it is modified or terminated as mutually agreed to by the parties or until the superintendent's contract is terminated consistent with statutory termination procedures.

Legal Reference:

Wedergren v. Board of Directors, 307 N.W.2d 12 (Iowa 1981).

**Iowa Code §§ 279.8.20.23.23A** (2003).

**281 I.A.C. 12.3(4).**

Cross Reference:

**212** Closed Sessions

**302** Superintendent

First Reading: July 18, 2018

Second Reading: August 20, 2018