



The Superintendent of Schools, as the chief administrator of the Russellville School District, plays a major role in the guidance and direction of School District activities. The Superintendent is accountable to the Board, who serve as the representatives of the community. To assure the continuous evaluation of the Superintendent, the Board will evaluate his/her performance on a regular and scheduled basis.

At the January meeting, the Board will make this assessment using written standards developed jointly by the Superintendent and the Board. School District staff personnel may be involved if so desired by the Board.

The Board President will be responsible for implementing the process for the evaluation of the Superintendent of Schools.

Guideposts

1. The Superintendent shall be involved in the development of the standards by which the evaluation is conducted.
2. The evaluation shall be a composite of the opinions of individual Board members, but the Board as a whole shall meet with the Superintendent to discuss the results.
3. The evaluation shall include a discussion of strengths as well as weaknesses.
4. Both parties shall prepare for the evaluation, the Superintendent by conducting a rigorous self-evaluation and the Board by examining various sources of information relating to the Superintendent's performance.
5. The Board shall not limit itself to those items which appear on the evaluation form. It is difficult to develop a form or set of guidelines which will cover the totality of the Superintendent's responsibilities.
6. Each judgment shall be supported by as much rationale and objective evidence as possible. One Board member's opinion should not be the sole basis for judgment on an appraisal item.

7. The Superintendent shall have the opportunity to evaluate the Board. The evaluation will include an examination of the working relationship between the Board and Superintendent.

Objectives

When the Board has compiled a composite profile from the evaluation, its members will discuss the results in detail with the Superintendent and establish goals and objectives for the ensuing year.

Former Policy Number: CEI Adopted: 2/19/1980 History BOE: 2/19/1980 Revised:
