

EVALUATION OF THE SUPERINTENDENT

The purpose of the evaluation of the Superintendent is: (1) to determine the ability of the Superintendent to carry out his/her assigned responsibilities, (2) to establish and carry out mutually agreed upon goals and objectives important to the overall improvement and progress of the school system, and (3) to assess the Superintendent's progress in implementing the board's adopted mission/vision as outlined and defined by its policies.

- (A) The Board and Superintendent shall meet in July for the purpose of discussing progress toward meeting the employment goals and objectives established for the most recent year, and to agree upon new goals for the coming year.
- (B) The Superintendent shall prepare a report to the Board to be submitted at the time of his/her annual evaluation in December. The Superintendent's report shall include his/her assessment of employment goals and objectives established to date for the current year.
- (C) The Board shall, at the December meeting, discuss with the Superintendent his/her performance in relation to criteria, i.e. Superintendent's job description, as defined by the Board. As part of the Superintendent's evaluation, the Board shall also consider the progress made toward meeting the employment goals and objectives as reviewed and established at the July meeting. (NOTE: The primary purpose of establishing specific employment goals and objectives is to assist the Superintendent and Board in establishing priorities for action).
- (D) The Chairperson of the Board shall prepare a written summary reflecting the evaluation of the Superintendent by the Board as a whole. A copy of the summary shall be signed by the Chairperson on behalf of the Board and discussed with the Superintendent who shall, in turn, sign it as an indication that he/she has read and discussed the document with the Chairperson. A copy of the summary shall be confidentially shared with the Board as a whole. This summary shall be placed in the Superintendent's personnel file, a copy retained by the Board Chairperson and a copy provided for the Superintendent. Any minority statements by individual Board members expressing disagreement with any portion of the Board's evaluation as summarized, may be included with the summary providing they are signed by the member(s) expressing such disagreement.

Adopted: 1985

Revised: February 9, 2015