

Book	Policy Manual
Section	1000 Administration
Title	EVALUATION OF THE SUPERINTENDENT
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1240 - **EVALUATION OF THE SUPERINTENDENT**

The Board of Education believes it is essential that it evaluate the Superintendent's performance periodically in order to assist both the Board and the Superintendent in the proper discharge of their responsibilities and to enable the Board to provide the District with the best possible leadership.

The Board shall periodically, but not less than annually evaluate the performance of the Superintendent. Such evaluation shall include an assessment of:

- A. the progress toward the educational goals of the District;
- B. performance based on expectations prescribed in the job description;
- C. the working relationship between the Board and the Superintendent;
- D. the Board's own effectiveness in providing direction to the Superintendent.

Such assessments will be based on defined quality expectations developed by the Board for each criteria being assessed.

The Board and the Superintendent shall, at the outset of each evaluation, determine the method by which the evaluation shall be conducted and the evaluation model to be used.

Such method may include:

- A. the Superintendent's own self-analysis of the current status of the District;
- B. the Superintendent's self assessment of his/her performance;
- C. the active participation of each Board member;
- D. a recommendation from a Board committee;
- E. a compilation of assessments on a prepared standard form by individual Board members, which shall then be reviewed jointly by the Board and Superintendent;
- F. evaluation interviews between the Board and Superintendent during which no other business is discussed;
- G. recommendations/commendations regarding the Superintendent's job performance;
- H. the Superintendent's assessment of Board efficiency and effectiveness.

As an outcome of the evaluation of the Superintendent's performance, the Board should be prepared to judge the advisability of retention of the Superintendent and be prepared to:

- A. determine the Superintendent's salary;
- B. identify strengths and weaknesses in the operation of the District and determine means by which weaknesses can be reduced and strengths are maintained;
- C. establish specific objectives, the achievement of which will advance the District toward its goals;
- D. improve its own performance as the public body ultimately charged with the educational responsibility of this District.

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