HAMPTON TOWNSHIP SCHOOL DISTRICT

SECTION: ADMINISTRATIVE EMPLOYEES

TITLE: EVALUATION OF SUPERINTENDENT

ADOPTED: April 28, 2004

REVISED:

312. EVALUATION OF SUPERINTENDENT

1. Purpose	Regular, periodic evaluation of the Superintendent's performance is a Board responsibility. In carrying out this responsibility, the Board recognizes that the Superintendent is entitled to such a review in an objective and straightforward manner so that leadership of the district may be as effective as possible.
2. Authority	The Board shall evaluate the performance of the Superintendent annually and at any time such action is prudent.
3. Guidelines	Prior to the beginning of the period under evaluation, the Board and Superintendent shall agree upon the criteria to be used for evaluation purposes. Evaluation criteria may include: 1. Superintendent's self-evaluation. 2. Objectives/Goals agreed upon annually by the Board and Superintendent. 3. Working relationship between the Board and the Superintendent. 4. Superintendent's relationship with staff, students and community. 5. Superintendent's professional growth. 6. Compilation of assessments by individual Board members, which shall then be reviewed by the Board and Superintendent. 7. Evaluation interviews between the Board and Superintendent during which no other business is discussed. As an outcome of the Superintendent's evaluation, the Board should: 1. Recognize strengths and assist the Superintendent in capitalizing on them.

SC 1073, 1080
Pol. 302

School Code
1073, 1080

Board Policy
302

2. Identify weaknesses and establish a course of action that will assist the Superintendent in improving performance in these areas.

3. Establish specific objectives to advance the district toward its goals.

4. Determine the necessity of any action regarding the employment of the Superintendent, in accordance with law.