

# ***Dell Rapids School District #49-3***

## **Policies and Regulations** **Code: CBG – GENERAL SCHOOL ADMINISTRATION**



### **CBG EVALUATION OF THE SUPERINTENDENT**

It is the responsibility of the Board to maintain and improve the quality of administration and instruction within the school district through its chief executive officer, the superintendent of schools. One of the primary methods used in carrying out this responsibility is to work with the superintendent in improving his or her effectiveness. In this regard, the Board will formally evaluate the performance of the superintendent.

The purpose of appraising the performance and effectiveness of the superintendent is to promote improvement in administrative function, to recognize exceptional professional performance, and ultimately to bring continued improvement in the instructional programs in the district's schools.

Therefore, the Board of Education will formally evaluate the superintendent of schools at least twice each year during his/her first two years of employment and at least once each year thereafter.

Through the evaluation of the superintendent, the Board will strive to accomplish the following:

1. Clarify for the superintendent his/her role in the school system as seen by the Board.
2. Clarify for all Board members the role of the superintendent in the light of his or her job description and the immediate and long range goals and priorities among the responsibilities as agreed upon by the Board and the superintendent.
3. Develop harmonious working relationships between the Board and superintendent.
4. Provide effective administrative leadership for the school system.

Major areas of responsibility in which the superintendent may be appraised include: management techniques, staff relations, board relationships, community/public relations, personal qualities, and professional growth, leadership, and conduct.

In August, the Board will publish a set of goals for the year. In September, the Superintendent will respond with a set of anticipated actions corresponding to said goals. These actions will be subject to Board approval. In addition, the superintendent may submit proposed goals and actions which will be discussed by the board and either accepted or rejected.

The results of the evaluation will be used to recognize the superintendent's strengths, identify areas of improvement, and to determine future employment opportunities with the district.

ADOPTED: January 25, 1988  
REVISED: March 1997

