Evaluation of the Superintendent

The Board shall establish evaluative criteria and shall be responsible for evaluating the performance of the Superintendent as provided by statute.

The Superintendent shall have the opportunity for confidential conferences with the Board members on no less than two occasions in each school year, the purpose of which shall be the aiding of the Superintendent in his/her performance. The Board on the basis of the evaluation may renew and/or extend the Superintendent's contract for periods not to exceed three years.

In the event that a majority of the Board considers the Superintendent's performance to be deficient in one or more areas, the Superintendent shall be so notified in writing by February 1. The notice shall include specific suggestions for improvement.

If in the final year of his/her contract, the Superintendent is notified of deficiencies, a ninety (90) day probationary period shall be established. During the probationary period, a quorum of the Board shall meet with the Superintendent at least twice monthly for the purpose of correcting the deficiencies. If, in the opinion of a majority of the board members, there has not been adequate improvement and the deficiencies justify replacement of the Superintendent, he/she shall be notified in writing at least ninety (90) days prior to its expiration that his/her contract will not be renewed. If the Board fails to act on the contract's extension or expiration at least ninety (90) days before the contract's expiration date, the contract will be automatically extended for an additional year.

Legal Reference:	RCW 28A.67.065	Minimum criteria for the evaluation of certificated employees, including Administrators—Procedure—Scope-Penalty

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