Evaluation of the Superintendent

The Superintendent shall be evaluated on the basis of specific Board/Superintendent- developed performance objectives, and the job description for the position of Superintendent, including evaluative criteria applicable to all administrators.

The job description and specific performance objectives shall serve as the focus for a minimum of three conferences held during the school year. By July 1, the Board and Superintendent shall have held an executive session for the purpose of discussing specific goals for the forthcoming school year. By August 1, the Superintendent shall have submitted to the Board a brief report describing the specific goals for the next school
year. Upon concurrence with the Board, the Superintendent shall formally present these goals along with a rationale to the Board at its regular August Board Meeting.

The Superintendent shall make periodic reports to the Board during the year. The Board shall feel free to respond to the progress reports and redirect the Superintendent when it appears that his/her mission is off target.

By February, the Board shall have completed a formal evaluation session with the Superintendent. The attached form shall provide the basis for the evaluation session. The Superintendent shall provide written reports describing the degree to which the District goals have been achieved.

The checklist (Form 1630F) calls for written supportive comments when an evaluator feels that the Superintendent's performance is "outstanding" or "needs to improve".

Each Board member shall complete the checklist prior to the Board's executive session. In their discussion, the Board shall arrive at a composite Board evaluation of the Superintendent. A written composite, signed by the members of the Board, shall be presented to the Superintendent in the executive session. This written evaluation shall be supplemented by a discussion.

Adoption Date: December 16, 1985
Review/Revision Date: June 12, 1995
Review/Revision Date: July 24, 1995
Review/Revision Date: May 27, 2003
Review/Revision Date: October 11, 2010