

## **CHALLIS JOINT SCHOOL DISTRICT #181**

### **Policy and Procedure – 6000 Series Administration**

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## **Superintendent**

6100

### **Duties and Authorities**

The Superintendent is the District's executive officer and is responsible for the administration and management of the District schools, in accordance with Board policies and directives and State and federal law. The Superintendent is hereby granted authority to act on behalf of the Board and the District in all administrative matters with the exception of those matters specifically reserved for the Board in law or rule for which there lawfully cannot be any delegation by the Board. The Superintendent is also authorized to develop administrative procedures to implement Board policy and to delegate duties and responsibilities. When a written procedure is developed, the Superintendent or designee shall submit it to the Board as an information item. Delegation of power or duty, however, shall not relieve the Superintendent of responsibility for the action which was delegated.

The Board hereby delegates authority to the Superintendent to declare positions vacant should an employee willfully refuse to acknowledge receipt of an employment contract, or the employment contract is not signed and returned to the Board in the designated period of time.

### **Qualifications and Appointment**

The Superintendent must be of good character and of unquestionable morals and integrity. The Superintendent shall have the experience and the skills necessary to work effectively with the Board, District employees, students, and the community. The Superintendent shall have a valid superintendent's endorsement.

When the office of the Superintendent becomes vacant, the Board will conduct a search to find the most capable person for the position. Qualified staff members who apply for the position will be considered for the vacancy.

### **Evaluation**

The Board will conduct a written formal evaluation, at least annually, of the performance of the Superintendent using standards and objectives developed by the Superintendent and the Board which are consistent with the District's mission and goal statements. The Board shall include progress towards the targets for student outcomes found in the Annual Strategic Plan in the evaluation by using relevant data to measure growth.

A specific time shall be designated for a formal evaluation session. The evaluation should include a discussion of strengths and weaknesses in the year immediately preceding the evaluation, as well as performance areas needing improvement.

A portion of the evaluation must include multiple objective measures of student growth in achievement as defined in Section 33-1001, Idaho Code.

## Compensation and Benefits

The Board and the Superintendent shall enter into a contract approved by the State Superintendent of Public Instruction. This contract shall govern the employment relationship between the Board and the Superintendent.

### Cross Reference:

1315 District Planning

### Legal Reference:

I.C. § 33-320 Strategic Planning and Training

I.C. § 33-513 Professional Personnel

I.C. § 33-1001 Definitions

IDAPA 08.02.02.120 Local District Evaluation Policy

Hancock v. Idaho Falls School District No. 91, No. CV-04-537-E-BLW, 2006 U.S. Dist. Ct. LEXIS 52243

### Policy History:

Adopted on: 4/2020

Revised on: 5/2020

Reviewed on: 2/2024

## **Board-Superintendent Relations**

6100p

### **The Board Shall:**

1. Select the Superintendent and delegate to them all necessary administrative powers.
2. Adopt policies for the operations of the school system and review administrative procedures.
3. Formulate a statement of goals reflecting the philosophy of the District.
4. Adopt annual objectives for improvement of the District.
5. Approve courses of study.
6. Approve textbooks.
7. Approve the annual budget.
8. Employ certificated and classified staff, in its discretion, upon recommendation of the Superintendent.
9. Authorize the allocation of certificated and classified staff.
10. Approve contracts for construction, remodeling, or major maintenance.
11. Approve payment of vouchers and payroll.
12. Approve proposed major changes of school plant and facilities.
13. Approve collective bargaining agreements.
14. Assure that appropriate criteria and processes for evaluating staff are in place.
15. Appoint citizens and staff to serve on special Board committees, if necessary.
16. Conduct regular and special meetings.
17. Serve as final arbitrator for staff, citizens and students.
18. Promptly refer all criticisms, complaints, and suggestions called to its attention to the Superintendent.
19. Authorize the ongoing professional enrichment of its administrative leader as feasible.
20. Approve appropriate District expenditures recommended by the Superintendent for the purpose of ongoing District operations.

### **The Superintendent Shall:**

1. Serve as chief executive officer of the District.
2. Recommend policies or policy changes to the Board and develop procedures that implement Board policy.
3. Provide leadership in the development, operation, supervision and evaluation of the educational program.
4. Recommend annual objectives for improvement of the District.
5. Recommend courses of study.
6. Recommend textbooks.
7. Prepare and submit the annual budget with support from the business manager.
8. Recommend candidates for employment as certificated and classified staff.
9. Recommend staff needs based on student enrollment, direct and assign teachers and other employees of the schools under his/her supervision; organize, reorganize and arrange the administrative and supervisory staff, including instruction and business affairs, as best serves the District, subject to the approval of the Board.
10. Recommend contracts for major construction, remodeling or maintenance.
11. Recommend payment of vouchers and payroll.
12. Prepare reports regarding school plant and facility's needs.
13. Supervise negotiation of collective bargaining agreements.
14. Establish criteria and processes for evaluating staff.
15. Recommend formation of ad hoc citizens' committees.
16. As necessary attend all Board meetings and all Board and citizen committee meetings, serve as an ex-officio member of all Board committees and provide administrative

- recommendations on each item of business considered by each of these groups.
17. Inform the Board of appeals and implement any such forthcoming Board decisions.
  18. Respond and take action on all criticism, complaints, and suggestions as appropriate.
  19. Undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations.
  20. Diligently investigate and make purchases that benefit the most efficient and functional operation of the District.

Procedure History:

Promulgated on:

Reviewed on:

Revised on: 4/2020, 2/2024

## **District Organization**

**6200**

The Superintendent shall develop an organizational chart indicating the channels of authority and reporting relationships for school personnel. These channels should be followed, and no level should be bypassed, except in unusual circumstances.

The organization of District positions of employment for purposes of supervision, services, leadership, administration of Board policy, and all other operational tasks shall be on a “line and staff” basis. District personnel occupying these positions of employment shall carry out their duties and responsibilities on the basis of line and staff organization.

### Policy History:

Adopted on: 12/13/04

Reviewed on: 2/2024

Revised on: 2/14/0, 4/2020

## **Duties & Qualifications of Administrative Staff other than Superintendent**

**6300**

### **Duty and Authority**

As authorized by the Superintendent, administrative staff shall have full responsibility for the day-to-day administration of the area to which they are assigned. Administrative staff are governed by the policies of the District and are responsible for implementing the administrative procedures that relate to their assigned responsibilities.

Each administrator's duties and responsibilities shall be listed in the job description for that position.

### **Qualifications**

All administrative personnel shall have a valid certificate and appropriate endorsements issued by the State Board of Education, and other qualifications as specified in the position's job description.

### **Administrative Work Year**

The administrators' work year shall be the same as the District's fiscal year, unless otherwise stated in the employment agreement. In addition to legal holidays, the administrators shall have vacation periods as approved by the Superintendent.

### **Compensation and Benefits**

All administrators shall be placed on a written contract approved by the State Superintendent of Public Instruction.

### **Legal Reference:**

I.C. § 33-513 Professional personnel.

### **Policy History:**

Adopted on: 12/13/04

Reviewed on: 4/2020, 2/2024

Revised on:

**Employment Restrictions for Administrative Personnel**

**6310**

Time taken from the regularly assigned work schedule for such paid activities as consulting, college teaching, lecturing, etc., shall be subject to prior approval by the Superintendent.

The amount of time lost to the District will be, but is not restricted to be:

1. Deducted from vacation time;
2. Granted as additional personal leave as specified by board policy; or
3. Prorated to a dollar amount and that amount deducted from the next regularly scheduled pay period.

Time taken from the regularly assigned work schedule for non-paid activities shall follow the format established above.

Policy History:

Adopted on: 12/13/04

Reviewed on: 2/2024

Revised on: 4/2020



## **Evaluation of Administrative Staff**

**6320**

Each administrator shall be evaluated annually in order to provide guidance and direction to the administrator in the performance of their assignment. Such evaluation shall be based on the job description, accomplishment of annual goals and performance objectives, and established evaluative criteria. Measures of growth in student achievement as determined by the Board and may be included as an optional measure on the evaluation.

The Superintendent shall establish procedures for the conduct of these evaluations. Near the beginning of the school year, the Superintendent shall inform the administrator of the criteria to be used for evaluation purposes, including the adopted goals for the District. Such criteria shall include performance statements dealing with leadership; administration and management; school financing; professional preparation; effort toward improvement; interest in students, staff, citizens and programs; and staff evaluation.

Both staff members involved in the evaluation conference shall sign the written report and retain a copy for their records. The person being evaluated shall have the right to submit and attach a written statement to the evaluation within a reasonable time following the conference.

### Cross Reference:

6300 Duties and Qualifications of Administrative Staff Other Than Superintendent

### Legal Reference:

I.C. § 33-513 Professional Employees

I.C. § 33-518 Employee Personnel Files

### Policy History:

Adopted on: 12/13/04

Reviewed on:

Revised on: 3/10/2020, 2/2024

## **Professional Growth and Development**

**6330**

The Board recognizes that training and study for administrators contribute to skill development necessary to better serve the needs of the District. Each year, the Superintendent should develop an administrative in-service program based upon the needs of the District, as well as the needs of individual administrators.

Administrative staff is encouraged to be members of and participate in professional associations which have as their purposes the upgrading of school administration and the continued improvement of education in general.

### **Policy History:**

Adopted on: 12/13/04

Reviewed on: 3/10/2020, 2/2024

Revised on:

## **Principals**

Principals are the chief administrators of their assigned schools. The primary responsibility of Principals is to supervise the operation and management of their assigned schools. They shall be under the direct supervision of the Superintendent. The majority of the principals' time shall be spent on curriculum and staff development through formal and informal activities, establishing clear lines of communication regarding the school rules, accomplishments, practices, and policies with parents and teachers. Principals are responsible for management of their staff, maintenance of the facility and equipment, administration of the educational program, control of the students attending the school, management of the school's budget, and communication between the school and the community.

### **Evaluation of Principals**

Each principal shall receive at least one written evaluation to be completed no later than June 1<sup>st</sup> for each annual contract year of employment. Each principal evaluation shall use multiple measures that are research based and aligned to the State minimum standards based on the Interstate School Leaders Licensure Consortium (ISLLC) standards and include proof of proficiency in conducting teacher evaluations using the State's adopted model, the *Charlotte Danielson Framework for Teaching Second Edition*.

The process of developing criteria and procedures for principal evaluations will allow opportunities for input from stakeholders, including the Board, administrators, teachers, and parents/guardians.

### **Evaluation Objectives**

The District's Principal Evaluation Program is designed to:

1. Maintain or improve each principal's job satisfaction and morale by letting them know that the Superintendent is interested in their job progress and personal development;
2. Serve as a systematic guide for planning each principal's further training and professional development;
3. Assure considered opinion of a principal's performance and focus maximum attention on achievement of assigned duties;
4. Assist in determining and recording special talents, skills, and capabilities that might otherwise not be noticed or recognized;
5. Assist in planning personnel moves and placements that will best utilize each principal's capabilities;
6. Provide an opportunity for each principal to discuss job problems and interests with the Superintendent; and
7. Assemble substantiating data for use as a guide, although not necessarily the sole governing factor, for such purposes as wage adjustments, promotions, disciplinary action, and termination.

### **Responsibility**

The Superintendent shall have the responsibility for administering and monitoring the District's Principal Evaluation Program and will ensure the fairness and efficiency of its execution, including:

1. Creating and implementing a plan for ongoing training and professional development and the funding thereof for principals in the District's Performance Evaluation Program,

- including evaluation standards, forms, procedures, and processes and a plan for collecting and using data gathered from evaluation;
2. Creating a plan for ongoing review of the District's Principal Evaluation Program that includes stakeholder input from teachers, Board Members, administrators, parents/guardians, and other interested parties;
  3. Creating a procedure for remediation for principals that receive evaluations indicating that remediation would be an appropriate course of action;
  4. Creating an individualized evaluation rating system for how principal evaluations will be used to identify proficiency and record growth over time with a minimum of four rankings used to differentiate performance of principals including:
    - A. Unsatisfactory being equal to a rating of 1;
    - B. Basic being equal to a rating of 2; and
    - C. Proficient being equal to a rating of 3.
    - D. Distinguished being equal to a rating of 4.
  5. Completing Principal Evaluation annually, ensuring proper safeguards, and filing completed evaluations; and
  6. Completing training on the District's Performance Evaluation Program.

### Written Evaluation

A written evaluation will be completed for each principal by the Superintendent no later than June 1<sup>st</sup> for each annual contract year of employment. A copy will be given to the principal. The original will be retained by the Superintendent. The evaluation shall be reviewed annually and revised as necessary to indicate any significant changes in duties or responsibilities. The evaluation is designed to increase planning and relate performance to assigned responsibilities through joint understanding between the Superintendent and the principal as to the job description and major performance objectives.

The evaluation will identify the sources of data used in conducting the evaluation. Proficiency in conducting observations and evaluating effective teacher performance shall be included as one source of data.

### Evaluation Measures and Criteria

**Professional Practice:** Principals must receive an evaluation in which a majority of the summative evaluation results are based on Professional Practice. All measures within the Professional Practice portion of the evaluation must be aligned at a minimum to the following Domains and Components based upon the Idaho Standards for Effective Principals.

**Domain 1: School Climate:** The principal promotes the success of all students by advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff professional development. The principal articulates and promotes high expectations for teaching and learning while responding to diverse community interests and needs.

1. **School Culture:** The principal establishes a safe, collaborative, and supportive culture ensuring all students are successfully prepared to meet the requirements for tomorrow's careers and life endeavors;

2. **Communication:** The principal is proactive in communicating the vision and goals of the school or District, the plans for the future, and the successes and challenges to all stakeholders; and
3. **Advocacy:** The principal advocates for education, the District and school, teachers, parents, and students and engenders school support and involvement.

**Domain 2: Collaborative Leadership:** The principal promotes the success of all students by ensuring management of the organization, operations, and resources for a safe, efficient, and effective learning environment. In collaboration with others, they use appropriate data to establish rigorous, concrete goals in the context of student achievement and instructional programs. The principal uses research and/or best practices in student achievement, instructional programs, and improving the education program.

1. **Shared Leadership:** The principal fosters shared leadership that takes advantage of individual expertise, strengths, and talents, and cultivates professional growth;
2. **Priority Management:** The principal organizes time and delegates responsibilities to balance administrative/managerial, educational, and community leadership priorities;
3. **Transparency:** The principal seeks input from stakeholders and takes all perspectives into consideration when making decisions;
4. **Leadership Renewal:** The principal strives to continuously improve leadership skills through professional development, self-reflection, and utilization of input from others; and
5. **Accountability:** The principal establishes high standards for professional, legal, ethical, and fiscal accountability for self and others.

**Domain 3: Instructional Leadership:** The principal promotes the success of all students by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the school community. The principal provides leadership for major initiatives and change efforts and uses research and/or best practices in improving the education program.

1. **Innovation:** The principal seeks and implements innovative and effective solutions that comply with general and special education law;
2. **Instructional Vision:** The principal ensures that instruction is guided by a shared, research-based instructional vision that articulates what students do to effectively learn;
3. **High Expectations:** The principal sets high expectation for all students academically, behaviorally, and in all aspects of student well-being;
4. **Continuous Improvement of Instruction:** The principal has proof of proficiency in assessing teacher performance based upon the Charlotte Danielson Framework for Teaching Second Edition and aligns resources, policies, and procedures toward continuous improvement of instructional practice guided by the instructional vision;
5. **Evaluation:** The principal uses teacher/principal evaluation and other formative feedback mechanisms to continuously improve teacher/principal effectiveness; and
6. **Recruitment and Retention:** The principal recruits and maintains a high-quality staff.

The evaluation will also include at least one of the following as a measure to inform the Professional Practice portion:

1. Input received from parents or guardians;

2. Input received from students;
3. Input received from teachers; and/or
4. Portfolios.

The District has chosen any as its measure to inform the Professional Practice portion.

**Student Achievement:** Part of the evaluation must be based on multiple objective measures of growth in measurable student achievement as defined in Section 33-1001, Idaho Code. This portion of the evaluation may be calculated using current and/or the immediate past year's data and may use one or both years of data.

### Proof of Proficiency in Teacher Evaluations

Proof of proficiency in evaluating teacher performance shall be required of all individuals assigned the responsibility for appraising, observing, or evaluating certificated personnel performance. Proof of proficiency in evaluating performance shall be demonstrated by passing a proficiency assessment approved by the State Department of Education as a recertification requirement.

### Communicating Evaluation Results

Each evaluation shall include a meeting between the Superintendent and principal wherein the Superintendent will:

1. Discuss the evaluation with the principal, emphasizing strong and weak points in job performance. Commend the principal for a job well done if applicable and discuss specific corrective action if warranted. Recommendations should specifically state methods to correct weaknesses. Set mutual goals for the principal to reach before the next performance evaluation.
2. Allow the principal to make any written comments they desire. Inform the principal that they may turn in a written rebuttal/appeal of any portion of the evaluation within seven days and outline the process for rebuttal/appeal. Have the principal sign the evaluation indicating that they have been given a copy.

### Rebuttal/Appeal

Within seven days from the date of the evaluation meeting with the Superintendent the principal may file a written rebuttal/appeal of any portion of the evaluation. The written rebuttal/appeal shall state the specific content of the evaluation with which the principal disagrees, a statement of the reason(s) for disagreement, and the amendment to the evaluation requested.

If a written rebuttal/appeal is received by the Superintendent within seven days, the Superintendent shall provide the principal with a written response within ten working days either amending the evaluation as requested by the principal or stating the reason(s) why the Superintendent will not be amending the evaluation as requested.

If the Superintendent chooses to amend the evaluation as requested by the principal then the amended copy of the evaluation will be provided to, and signed by, the principal and retained in the principal's personnel file.

If the Superintendent chooses not to amend the evaluation as requested by the principal then the

evaluation along with the written rebuttal/appeal, and the Superintendent’s response, if any, will be retained in the principal’s personnel file.

### Action

Each evaluation will include identification of the actions, if any, available to the District as a result of the evaluation as well as the procedure(s) for implementing each action. Available actions include, but are not limited to, recommendations for renewal of employment, non-renewal of employment, probation, and others as determined. Should any action be taken as a result of an evaluation to not renew a principal’s contract the District will comply with the requirements and procedures established by State law.

### Records

Permanent records of each principal evaluation will be maintained in the principal’s personnel file. All evaluation records, including rebuttal/appeal documentation, will be kept confidential within the parameters identified in State and federal law regarding the right to privacy.

### Reporting

Any subsequent changes to the District’s evaluation plan shall be resubmitted to the State Department of Education for approval. The District shall report the rankings of individual principal evaluations annually to the State Department of Education.

Head teachers, under the authority of the Principal, shall perform day-to-day administrative duties as needed.

### Legal Reference:

I.C. § 33-513 Professional personnel  
I.C. § 33-518 Employee Personnel Files  
I.C. § 33-1001 Definitions  
IDAPA 08.02.02.121 Local District Evaluation Policy – School Principal

### Policy History:

Adopted on: 12/13/04  
Reviewed on:  
Revised on: 4/2020, 7/2020, 2/2024

**Parent or Guardian Input Form—Principal Evaluation**

**6400F**

Principal: \_\_\_\_\_

School Year: \_\_\_\_\_

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**Instructions:**

Please complete the evaluation by circling the most appropriate number.

This form should be given to personnel at the Challis School District Office or mailed to:

Challis School District  
Principal Evaluation  
P.O. Box 304  
Challis, Idaho 83226

Only one form should be completed by each parent for this principal for each school year.

If a parent has a concern or wishes to more directly address a specific issue, please understand that this form alone will not directly address the parental concern. The parent should raise the concern first with the principal and then the Superintendent.

Please offer specific comments when possible. Specific comments will be considered in the preparation of the principal's evaluation and will aid both the District and the principal in addressing performance.

Area of Evaluation	Agree	Disagree	Don't know
Works with parents, staff, and students in development and promotion of the school's vision.	1   2   3   4   5		0  Comment:
Promotes and maintains high standards of academic excellence for the performance of students and staff.	1   2   3   4   5		0  Comment:
Manages all aspects of the school to ensure a positive educational experience for all students.	1   2   3   4   5		0  Comment:



<p>Listens to community members, parents, and students and timely responds to their concerns.</p>	<p>1 2 3 4 5 0</p> <p>Comment:</p>
<p>Treats students and adults with respect.</p>	<p>1 2 3 4 5 0</p> <p>Comment:</p>
<p>Communicates with community members accurately.</p>	<p>1 2 3 4 5 0</p> <p>Comment:</p>
<p>Shows awareness/understanding of developmental characteristics of different age groups. Acts with an understanding of social, racial, cultural, political, and economic forces that influence a positive school environment.</p>	<p>1 2 3 4 5 0</p> <p>Comment:</p>
<p>Encourages parental involvement in the educational process.</p>	<p>1 2 3 4 5 0</p> <p>Comment:</p>
<p>Is a positive advocate for students.</p>	<p>1 2 3 4 5 0</p> <p>Comment:</p>

Is a strong and visible leader of the school.	<p>1   2   3   4   5                      0</p> <p>Comment:</p>
Effectively coordinates school programs that promote student involvement, education, safety, growth, and development of responsibility.	<p>1   2   3   4   5                      0</p> <p>Comment:</p>
Administers student discipline fairly and consistently.	<p>1   2   3   4   5                      0</p> <p>Comment:</p>
Maintains a school climate that welcomes parents, families, and community members and invites their participation. Encourages teachers to provide opportunities to engage families to assist in student learning.	<p>1   2   3   4   5                      0</p> <p>Comment:</p>
Have you personally met with the principal?	<p>YES    NO</p>
Have you had any reason to visit the principal's office?	<p>YES    NO</p>
Were you satisfied that your concerns were addressed?	<p>YES    NO</p>

Any additional comments you wish to share not covered by the above questions (please feel free to attach a separate page):

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Please complete and sign the form and place it in a sealed envelope.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Telephone No.: \_\_\_\_\_