

EVALUATION OF THE SUPERINTENDENT

The board of education, in recognition of its accountability to the community and its obligations under state law, will conduct a formative evaluation each quarter and a summative evaluation annually of the superintendent. The evaluation shall be conducted toward the goal of improving the school district through an improving superintendency.

Members of the board will first evaluate the superintendent independently, using the evaluation instrument adopted by the board for this purpose. The board will convene in executive session to discuss the evaluations and to prepare a summative evaluation. The summative evaluation will be discussed by the full board and the superintendent. The board and the superintendent will each retain a copy of the written evaluation.

Evaluation of the superintendent shall be conducted in such manner as to:

1. Provide positive and constructive feedback to the superintendent that will support and promote the superintendent's professional growth and development;
2. Help the board evaluate its work in planning the educational program in our community; and
3. Strengthen the working relationship between the board and the superintendent by providing regular evaluative communication.