

EVALUATION OF THE SUPERINTENDENT

An effective working relationship between the School Board and the Superintendent is essential to the successful operation of Bluffton-Harrison Metropolitan School District (the “Corporation”). The development and maintenance of such a relationship is assisted by an annual review of the Superintendent’s diverse responsibilities and a performance appraisal. Evaluation of the Superintendent serves several purposes which include:

1. Reviewing the role of the Superintendent in respect to the job description.
2. Identifying priorities and/or objectives which will improve the administrative leadership of the Corporation.
3. Assessing progress made in accomplishing previously set priorities and/or objectives.
4. Clarifying the Superintendent’s role in the Corporation as seen by the Board.
5. Developing and maintaining a harmonious working relationship between the Board and Superintendent.

The ultimate goal of evaluation is to ensure quality education through effective leadership, governance, and management of the Corporation. The performance of the Superintendent will be reviewed annually in accordance with guidelines and an evaluation instrument developed by the Board and the Superintendent, including but not limited to the progress towards the educational goals of the Corporation, the working relationship between the Board and the Superintendent, and the Board’s own effectiveness in providing direction to the Superintendent. However, the Board will not limit its evaluation to those items that appear on the instrument, since no form or set of guidelines can encompass the totality of the Superintendent’s responsibilities.

I.C. 20-28-6,
I.C. 20-28-7.5
I.C. 20-28-8
I.C. 20-29-2-4

Bluffton-Harrison Metropolitan School District

Adopted: August 19, 2024