

Administration

EVALUATION OF THE SUPERINTENDENT

In the spirit of sustaining a learning organization, the Governing Board believes an evaluation of the District's operations provides insight into the effectiveness of the Board of Trustees and the Superintendent. This evaluation will also provide the opportunity for the Board Superintendent team to monitor progress toward established annual goals. The Board Superintendent team will examine the strengths of the District and jointly decide on recommendations for improving effectiveness.

The Governing Board also believes that an annual evaluation of the Superintendent's performance strengthens working relationships between the Superintendent and the Board. The evaluation process should clarify the Superintendent's role and give the Board and Superintendent an opportunity to jointly identify immediate priorities among the Superintendent's many responsibilities. Evaluations also should help the Board to monitor progress toward established goals and to set reasonable criteria for salary increases and/or contract extension. The Superintendent's evaluation will focus on the internal operations of the District and his/her performance. The Board's evaluations should include commendations in areas of strength and recommendations for continuous improvement.

Success Indicators

By the first Board meeting in June of each year, the Board and Superintendent shall agree upon a limited number of Success Indicators which shall be used to evaluate the Superintendent's performance. These Success Indicators shall reflect established goals and needs of the District with regard to the educational program, personnel, operations, management, community relations, Board-Superintendent relations, and professional leadership. In order to measure progress toward the stated Goals and Success Indicators, the Board, in consultation with the Superintendent, will schedule a time and place during which the members of the Board will participate in a formal evaluation of the Superintendent. For each Success Indicator, the Board and Superintendent shall identify in writing expected results, and timelines.

Evaluation Process

In November of each year, the Board and Superintendent shall meet in closed session to review the progress made in annual Goals and Success Indicators.

By May of each year, the Board President or designee will develop a written, single evaluation illustrating the Board's collective judgment regarding accomplishments in annual Goals and Success Indicators for the previous year and provide a copy to the Superintendent with all written comments.

Additional evaluations may be arranged at any time during the school year at the request of either the Board or the Superintendent.

Administration

EVALUATION OF THE SUPERINTENDENT

Legal Reference:

EDUCATION CODE

44660-44665 Evaluation and assessment of performance

GOVERNMENT CODE

54957 Closed Session for personnel matters

WESTMINSTER SCHOOL DISTRICT

Westminster, California

Policy Adopted: July 5, 1990

Revised: September 6, 2001

Revised: June 20, 2002

Revised: July 21, 2005