

***Policy Type: Board-Superintendent Relationship***

**ANNUAL EVALUATION  
of the Superintendent**

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The Board's Policy B/SR-5 provides that:

Each March the Board will conduct a second evaluation of the Superintendent. The second evaluation will be based upon accumulated data derived from monitoring Board policies on *Results* and *Executive Limitations* during the current year. A written evaluation document will be prepared by the Board. The Superintendent and the Board will review the document.

The purpose of the annual evaluation of the Superintendent is to summarize the actions previously taken by the Board as it monitored *Results* and *Executive Limitations* policies during the year, and to draw conclusions on the basis of that on-going monitoring process relative to organizational performance and consequently the Superintendent's performance.

During the preceding year, the following *Results* and *Executive Limitations* policies were monitored by the Board, with acceptance of monitoring reports considered to be evidence of satisfactory organizational and Superintendent performance:

- EL-1 (Global Executive Constraint) (Date)
- EL-2 (Emergency Superintendent Succession) (Date)
- EL-3 (Treatment of Stakeholders) (Date)
- EL-4 (Staff Treatment) (Date)
- EL-5 (Staff Compensation) (Date)
- EL-6 (Staff Evaluation) (Date)
- EL-7 (Budgeting/Financial Planning) (Date)
- EL-8 (Financial Administration) (Date)
- EL-9 (Asset Protection) (Date)
- EL-10 (Communication and Counsel to the Board)
- EL-11 (Annual Report to the Public) (Date)
- EL-12 (Standards Based Academic Program) (Date)

EL-13 (Instructional Materials Selection) (Date)

EL-14 (District Calendar)

EL-15 (Student Learning Environment/Discipline)

(Copies of each Monitoring Report are appended)

(Mission Statement) (Date)

R-1 (Dates)

R-2 (Dates)

R-3 (Dates)

R-4 (Dates)

R-5 (Dates)

R-6 (Dates)

R-7 (Dates)

(Copies of each Monitoring Report are appended)

Based upon the Board's prior acceptance of these reports and the on-going monitoring of the organization's and the Superintendent's performance during the preceding year, the Board reaches the following conclusions relative to Superintendent performance:

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Following is a summary of the Superintendent's strengths and weaknesses relative to the Superintendent's operation within the boundaries established by the *Executive Limitations* policies and the Superintendent's progress toward achieving the Board's *Results* policies:

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Based upon the foregoing conclusions, the Board makes the following recommendations and decisions for the coming year:

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Signed: \_\_\_\_\_, President

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

Signed: \_\_\_\_\_, Superintendent

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