



OPERATIONAL EXPECTATIONS

ISD 197 School Board

Superintendent/Board Relations

Contact: Superintendent

304 PERFORMANCE EVALUATION

The School Board shall conduct an annual performance evaluation of the Superintendent. Evaluations shall be based on, but not limited to, qualitative and quantitative measurements that relate to the Annual Report, the Superintendent's position functions and other relevant data relating to operational expectations.

1. The performance appraisal instrument shall be approved by the School Board in consultation with the Superintendent at the beginning of the evaluation period.
2. The Board will provide the Superintendent with an evaluation at the completion of the evaluation period, using the performance appraisal as its guide.
3. The Board may request progress reports on the Superintendent's annual goals in which the Superintendent submits information that certifies and documents to the Board reasonable progress. In addition, under special circumstances the board may engage an external third party to assess compliance or reasonable progress.
4. The Board will make the final decision regarding the Superintendent annual performance evaluation.

POLICY ADOPTED:

September 9, 2009

POLICY REVIEWED/REVISED:

October 16, 2017; May 15, 2023; May 4, 2026

Monitoring Method:

Administrative Review

Monitoring Frequency:

Every three years