

SUPERINTENDENT EVALUATION

DATES ADOPTED/REVISED	GUIDE WORDS
Adopted March, 1982 Revised July, 1988 Revised September, 2004	Evaluation Board of Trustees Superintendent

The Board shall evaluate and assess in writing the performance of the Superintendent once each school year. This evaluation and assessment shall be reasonably related to the job description of the Superintendent and the goals and objectives of the District for the year in question.

The process for evaluating the Superintendent will:

1. Describe clearly the duties and responsibilities of the Superintendent.
2. Clarify the Board's expectation of his/her performance.
3. Enable the Superintendent to know how he/she stands with the Board.
4. Identify areas of strength, weakness, and areas where improvement in the Superintendent's job performance is requested by the Board.
5. Improve communication between the Board and Superintendent.
6. Provide ways by which needs for improvement can be met.
7. Foster a high trust level between the Superintendent and Board.
8. Enable the Board to hold the Superintendent accountable for carrying out Board policies and responding to Board priorities.

The evaluation process will provide:

1. An annual written assessment of the current status of the Superintendent's performance.
2. A continuing record of the effectiveness of the Superintendent.
3. Tangible evidence upon which to base decisions to renew the Superintendent's contract and set salary.
4. Documentation to be used when the Superintendent's contract may not be renewed or termination action is under consideration.
5. An opportunity for the Superintendent to discuss the results of his/her evaluation with the Board.