

THE BOARD OF DIRECTORS

Evaluation of the Superintendent

The Superintendent shall be evaluated by the board's annual evaluation process and on the basis of annual goals developed jointly by the board and superintendent that are directly linked to the district's strategic plan and goals.

The district strategic plan and superintendent/board goals shall serve as the focus for one or more performance reviews held during the school year. By the first board meeting in June, the superintendent shall have submitted to the board a brief report containing summary evidence for the current goals and identification of areas for emphasis in the succeeding year's goals. No later than July 1, the board and superintendent shall have developed draft goals for the forthcoming school year.

The superintendent shall make periodic reports to the board during the year. The board is obligated to respond to the progress reports and redirect the superintendent when it appears that his/her mission is off target.

By June 30, the superintendent shall have provided a written report describing the degree to which the district goals have been achieved, and the board shall have completed a formal evaluation conference in executive session with the superintendent.

In the evaluation conference, the board shall arrive at a summative evaluation of the superintendent using the joint board and superintendent goals, summary evidence provided by the superintendent, and the standards based superintendent standards and goals rubric to determine overall performance. The overall summary of his/her performance level shall be explained to the superintendent in the conference. Within one week following the conference, a summary of the board's rationale shall be set forth in writing by the board president and presented to the superintendent.

Approved: July 17, 1996
Revised: May 23, 2001
Reviewed: October 26, 2016
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