

EVALUATION OF THE SUPERINTENDENT

The Board will evaluate the performance of the Superintendent as a regular and scheduled activity. The primary purposes of the evaluation will be to continually improve administrative leadership, to strengthen the working relationship of the Board and Superintendent governance team, and to assist the Board in reviewing issues associated with the Superintendent's employment.

Guidelines

1. The Superintendent should be involved in developing the evaluation form and standards or reviewing the existing evaluation form and standards.
2. The evaluation process will include a mid-year review and a final summative evaluation. The final summative evaluation should be at a regularly scheduled time and place, with no other items on the agenda in an executive session.
3. The Superintendent should prepare for the evaluation by conducting a self-evaluation.
4. The Board should prepare for the evaluation as follows:
 - a. Board members will submit signed individual written assessments to the Chair, using the evaluation form and standards, with supporting comments giving specific examples related to conduct and/or performance.
 - b. The Chair and Vice-Chair will develop a summary evaluation from members' written opinions.
 - c. The Board will meet in executive session to review the summary evaluation and materials related to the Superintendent's performance. The Superintendent may be invited to, or excluded from, this session at the Board's discretion.
 - d. The Board will then arrive at a consensus that the summary document is an accurate reflection of written and subsequent verbal comments.

[NOTE: The Superintendent must be present for any discussion that may lead to or result in allegations, charges or investigation of misconduct.]

5. The Board will meet with the Superintendent in executive session to review the evaluation:

- a. The Board will meet with the Superintendent to discuss the evaluation, which should include the individual Board members' written assessments as agreed upon by the Board.
 - b. The evaluation should include a discussion of strengths as well as areas identified for improvement.
 - c. As no form or set of guidelines can encompass the totality of the Superintendent's responsibilities, the evaluation discussion may include items not described in the evaluation form.
 - d. The Board's evaluation should be supported by specific examples of the Superintendent's conduct/performance and should represent the perspective of the majority of the Board.
 - e. The Superintendent shall be given the opportunity to provide feedback to the Board regarding his/her perceptions of the working relationship between the Superintendent and the Board and other issues the Superintendent identifies as relevant to his/her job responsibilities and performance.
6. The Board will meet in executive session to discuss issues such as compensation, benefits, and extension of the contract that is directly related to the Superintendent's evaluation and employment. The Superintendent may be invited to, or excluded from, this session at the Board's discretion.
 7. The Board will meet with the Superintendent in executive session to discuss compensation, benefits, the extension of the contract and other matters relevant to the Superintendent's employment.
 8. Following the completed evaluation process, this document will be signed by the Board Chair and Vice-Chair and placed in the Superintendent's personnel file. The Board Chair shall provide the Superintendent with a written summary of the key elements of the evaluation review.

Performance Objectives

Using the Superintendent's job description and evaluation(s) for the year and the priorities established by the Board, the Board and the Superintendent will establish mutually agreed upon and clearly understood performance goals for the ensuing year prior to the start of the new school year. Progress toward these goals will be included as part of the next Board evaluation of the Superintendent.

Cross Reference: BDD - Board-Superintendent Relationship
CB - School Superintendent
CB-R - Superintendent Job Description

Adopted: December 10, 2019