

EVALUATION OF SUPERINTENDENT

Date Reviewed/Approved: 10/04/2004 Policy Number: 2006

Rescinds Policy Number: CEG, CEI

Issued: 02/28/1979, 02/28/1979

It shall be the Board's policy to evaluate the performances and services of the superintendent through a formal procedure at least once annually, but this may be more frequent during the term of an initial contract.

The Board shall offer the superintendent encouragement and assistance for their own professional development, to keep the Board and professional staff informed of new and promising educational developments by attending educational conferences, seminars, workshops, and other professional meetings, visiting other school systems, and other means to keep abreast of modern educational thought and practices.

Through evaluation of the superintendent, the Board shall strive to accomplish the following:

1. Clarify for the superintendent his/her role in the school system as seen by the Board.
2. Clarify for all Board members the role of the superintendent in the light of his/her job description and the immediate priorities among his/her responsibilities as agreed upon by the Board and the Superintendent.
3. Develop harmonious working relationships between the Board and the superintendent.
4. Provide administrative leadership of excellence for the school system.
5. Bring about closer working relationships between the Board and the superintendent through the establishment of a continuing dialogue.
6. Provide the superintendent with an appraisal of his/her professional strengths and weaknesses and aid him/her in overcoming his/her weaknesses and utilizing his/her strengths.
7. Clarify performance expectations and make duties and responsibilities clear.
8. Provide a basis for decision making regarding reemployment and compensation.