

EVALUATION OF THE SUPERINTENDENT PROCEDURES

The Superintendent shall be evaluated on the basis of specific Board/Superintendent-developed performance objectives and the job description for the position of Superintendent, including evaluative criteria applicable to all administrators.

The job description and specific performance objectives shall serve as the focus for a minimum of two (2) conferences held during the school year. By July 1, the Board and Superintendent shall schedule an executive session for the purpose of discussing specific performance goals for the forthcoming school year. The Superintendent shall formally present these goals along with a rationale to the Board at its regular fall retreat (or a regular Board meeting should no retreat be held).

The Superintendent shall make periodic reports to the Board during the year. The Board shall feel free to respond to the progress reports and redirect the Superintendent when it appears his/her mission is off target.

By February 1, the Board shall have completed a mid-year evaluative feedback session with the Superintendent. One of the attached forms shall provide the basis for the mid-year evaluation session. Written comments by the evaluator for clarification are encouraged when an evaluator feels that the Superintendent's performance is "missing, but needed."

Each Board member shall complete the checklist prior to the Board's June executive session for the purpose of Superintendent evaluation. In their discussion, the Board shall arrive at a composite Board evaluation of the Superintendent. The Board chair shall compose a written composite, signed by the Board of Directors, to be presented to the Superintendent. This written evaluation shall be supplemented by a discussion.

Presented to Board: 03/28/01