

Evaluation of the Superintendent

Purpose of Evaluation

Evaluation is a valuable tool in the establishing and carrying out of the goals of any operation. Among the purposes of evaluating the superintendent are the following:

1. To establish and maintain good working relationships between the staff and superintendent.
2. To define the functions and responsibilities of the superintendent.
3. To improve performance by suggesting areas of responsibility and operating techniques that may be strengthened.
4. To give encouragement and commendation for work well done.
5. To record some evidence of performance and improvement.
6. To offer a guide for the superintendent's self-appraisal of personal characteristics and skills.
7. To offer a procedure for comprehensive and dispassionate appraisal in a setting other than during times of crisis.

Schedule for Superintendent's Evaluation

The Board shall devote a least two (2) meetings annually to a discussion of the working relationship between the Superintendent and the Board. The discussion shall include an evaluation of the Superintendent's performance as measured by the evaluative criteria and goals and objectives established by the Board and Superintendent. At least one of the discussions shall include a written evaluation that is provided to the Superintendent.

The contract of the Superintendent will be reviewed by the Board annually on or before January 31st, to consider whether a new three (3)-year contract shall be awarded in lieu of the remaining portion of this contract, or whether this contract, for expressed reasons, shall continue toward its maturity.

Prior to June 15 of each succeeding school year, the parties will meet to establish goals and objectives for the next succeeding school year, in the same manner and with the same effect as heretofore described. Said goals and objectives shall be among the criteria by which the Superintendent is evaluated as hereafter provided.

Revised: June 22, 2010

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