

SUPERINTENDENT EVALUATION PROCEDURE

The School Board shall evaluate and assess the performance of the Superintendent according to state law.

Format of Evaluation Instrument

The Board shall adopt a superintendent evaluation instrument that is reasonably related to the superintendent’s job description and the goals and objectives of the District. The evaluation instrument shall require board members to rate the superintendent’s performance as either satisfactory or unsatisfactory in each area of performance identified in the job description. If a board member rates the Superintendent as unsatisfactory in any area, s/he shall provide an explanation and recommendations for improvement in the evaluation. **The Board shall not assign an overall performance rating to the superintendent’s evaluation.**

Evaluation Process

Twice a year, the Board President shall schedule a board meeting to discuss and approve the superintendent’s evaluations on or before the deadlines for evaluation completion established by law. The Board President shall disseminate the evaluation instrument to individual board members prior to such meetings **set a deadline for their return** and **shall** collect and combine the completed evaluations prior to the meeting.

Post-Approval Procedures

~~The Board President shall copy all comments contained on individual board member’s evaluations onto the collective evaluation. Any discrepancies among board members about the superintendent’s rating in any of the performance areas evaluated shall be discussed and a decision reached through the roll call vote of a simple majority vote of the Board at the open meeting at which the evaluation is discussed. Upon approval of the evaluation, the Board President shall present it to the Superintendent. Upon approval of the evaluation, the Board shall discuss the evaluation with the Superintendent. The Board President shall present a written copy of the approved evaluation to the Superintendent. The Superintendent’s evaluation shall become part of the Superintendent’s personnel file and and shall file all evaluations approved by the Board in the superintendent’s personnel record. Superintendent evaluations shall be retained for six years after the Superintendent separates from district employment.~~

Complementary Documents

- CAAA-E, Superintendent Job Descriptions
- DBAA-AR, Background Check Screening Procedure
- DBAC, Recruitment, Hiring, & Background Checks for New Instructional Personnel