



Section ADMINISTRATIVE EMPLOYEES

Title EVALUATION OF SUPERINTENDENT

LINE MOUNTAIN SCHOOL DISTRICT

Date Adopted September 26, 1979

Guide		Reference
	312. EVALUATION OF SUPERINTENDENT	
1. <u>Purpose</u>	Regular periodic evaluation of the Superintendent's performance is a Board responsibility. In carrying out this responsibility, it is recognized that the Superintendent is entitled to such a review in an objective and straightforward fashion so that his or her leadership may be effective as possible for the district.	1 2 3 4 5 6 7 8 9
2. <u>Guidelines</u>	<p>The Board will evaluate the performance of the Superintendent annually.</p> <p>Prior to the beginning of the period under evaluation, the Board and Superintendent shall agree upon the criteria that are to be used for evaluation purposes.</p> <p>The criteria to be used for a subsequent evaluation shall be agreed upon during a current evaluation.</p> <p>Such criteria may include: the Superintendent's own self-analysis; objectives agreed upon annually by the Board and the Superintendent; the working relationship between the Board and the Superintendent; the Superintendent's relationship with staff, students and community; the Superintendent's personal professional growth; the compilation of assessments on a prepared standard form by individual Board members, which shall then be reviewed by the Board and the Superintendent; and evaluation interviews between the Board and Superintendent during which no other business is discussed.</p> <p>As an outcome of the evaluation of the Superintendent, the Board should: recognize strengths and assist the Superintendent in capitalizing on them; identify weaknesses and establish a course of action that will assist the Superintendent in improving performance in these areas; establish specific objectives the achievement of which will advance the district toward its goals; and determine the necessity of any action regarding the employment of the Superintendent in accordance with law.</p>	10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44
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