

Administration**Evaluation of Superintendent**

The Board of Education believes that an annual evaluation of the Superintendent's performance serves to measure the district's progress toward established goals and objectives and strengthens working relationships between the Superintendent and the Board. Evaluations should provide commendations in areas of strength and recommendations for improving effectiveness, thus clarifying the Superintendent's role and giving the Board and Superintendent an opportunity to jointly identify priorities among the Superintendent's many responsibilities. Evaluations also should help the Board to set reasonable criteria for salary increases and/or contract extension.

Performance Objectives

The Board and Superintendent shall annually agree upon a limited number of objectives that shall be used to evaluate the Superintendent's performance. These objectives shall reflect established goals and needs of the district with regard to the educational program, personnel, operations, management, community relations, Board-Superintendent relations, and professional leadership.

Evaluation Process

Once a year, Board members shall rate the Superintendent's performance in each performance objective.

The Board shall meet in closed session with the Superintendent to discuss the evaluation. The Superintendent and Board members shall agree upon and sign an evaluation summary. A copy of the signed evaluation will be kept on file in the Superintendent's Office.

The Superintendent and Board president shall examine dates specified in the Superintendent's contract and shall establish an appropriate schedule for the annual evaluation process and annual setting of performance objectives.

Additional evaluations may be arranged at any time during the year at the request of either the Board or the Superintendent.

Legal References: Education Code
44660-44665 Evaluation and assessment of performance
Government Code
54957 Closed session, personnel matters

Policy
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