

# POLICY

2003

Goals &amp; Objectives

## EVALUATION OF SUPERINTENDENT

The Board of Education recognizes that student growth, district progress, and community satisfaction are all affected by the performance of the Superintendent of Schools. The Superintendent cannot function effectively without periodic feedback about his/her performance. Therefore the Board recognizes its responsibilities to evaluate the Superintendent, as a means of ensuring the highest quality leadership for the school system.

During each year of the superintendent of School's appointment, the Board and the Superintendent will meet to discuss a plan of performance review and accountability for that school year. A mutually agreed upon plan shall be adopted. Such evaluation shall occur at least annually, pursuant to the regulations of the Commissioner of Education, and will be discussed only during an executive session. The plan developed by the Board for the review of the Superintendent will be filed in the District Office, and will be available for review by any individual no later than August 1 of each year.

The following conditions are crucial to evaluation:

1. The Superintendent should be involved in the development of the standards by which he/she will be evaluated.
2. The evaluation should be at a scheduled time and place, with no other items on the agenda, at a study or executive session with all Board members present.
3. The evaluation should be a composite of the individual Board member's opinions, but the Board as a whole should meet with the Superintendent to discuss it with him/her.
4. The evaluation should include a discussion of strengths as well as weaknesses.
5. Both parties should prepare for the evaluation, the Superintendent by conducting a rigorous self-evaluation, the board by examining various sources of information relating to the Superintendent's performance.
6. The Board should not limit itself to those items, which appear on the evaluation form or set of guidelines, which will encompass the totality of the Superintendent's responsibilities.
7. Each judgment should be supported by as much rational and objective evidence as possible. One Board member's opinion should not be the sole basis for judgment on an appraisal item.

Ref: 8 NYCRR §100.2(o)(2)

Adopted: July 2003