

## **BP 2123 EVALUATION OF THE SUPERINTENDENT**

The School Board believes that an annual evaluation of the Superintendent or designee's performance strengthens working relationships between the Superintendent or designee and the School Board. The evaluation process should clarify the Superintendent or designee's role and give the School Board and Superintendent or designee an opportunity to jointly identify immediate priorities among the Superintendent or designee's many responsibilities. Evaluations also should help the School Board to monitor progress toward established goals and to set reasonable criteria for salary increases and/or contract extension.

The School Board shall meet with the Superintendent or designee to discuss the evaluation, including commendations in areas of strength and recommendations for improving effectiveness. The Superintendent or designee and School Board members shall agree upon and sign an evaluation summary. Additional evaluations may be arranged at any time during the school year at the request of either the School Board or the Superintendent or designee.

*(cf. 2121 - Superintendent's Contract)*

The evaluation process shall be reviewed annually to determine whether any of the following steps need improvement:

1. developing or reviewing/revising the Superintendent or designee's job description.
2. adopting or reviewing/revising evaluation policy.
3. establishing clear criteria to include progress on district goals.
4. establishing or reviewing/revising the evaluation process.
5. carrying out the evaluation.
6. summarizing the results.
7. discussing the results with the Superintendent or designee.
8. developing a plan for growth and improvement.

*(cf. 9321- Executive Sessions)*

**9/92**

Adopted 1/2023