

Evaluation of the Superintendent

Process

The annual evaluation procedure is an ongoing process that encourages open lines of communication. Issues, etc., are to be addressed as they arise so that solutions can be reached.

Evaluation Schedule

By August 31:	Review/Update School Board/Superintendent Work Agreement
September - November:	Preparatory materials solicited
December - January:	Collective Board Evaluation completed
February:	Review the Evaluation with the superintendent and modify objectives in #2 below for the coming year. The evaluation of dimensions and/or objectives will be done in a narrative format.

The performance-based assessment of the superintendent will provide a mechanism for accountability of the superintendent and the opportunity to reinforce the Board's strategic focus. The Board will be responsible for developing a narrative of the Key Strategic Focus Dimensions to be evaluated annually.

1. Key Strategic Focus Dimensions – The six following leadership dimensions are core dimensions that will be evaluated annually:
 - a. Policy Leadership;
 - b. Budget Leadership;
 - c. Educational Achievement Leadership;
 - d. Marketing Leadership;
 - e. Facilities Leadership;
 - f. Human Resource Leadership.
2. Strategic Planning Leadership – In addition to the core dimensions which remain the same from year to year, the following category requires the Board and superintendent to mutually agree on two yearly objectives that reinforce the district strategic plan. If two objectives are not included, the six Key Strategic Focus Dimensions will continue to be evaluated annually.