

ADMINISTRATION

Superintendent: Evaluation

The Board of Trustees 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 which 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, and community relations.

Evaluation Process

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

The Board shall examine all Board members' ratings and reach a consensus upon the evaluation of each performance objective. The Board president or designee shall then develop a single evaluation representing the Board's collective judgment and provide a copy to the Superintendent.

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.

Legal Reference: Education Code
 44660-44665 Evaluation and assessment of performance

Government Code
 54957 Closed session for personnel matters

Policy Adopted: December 12, 2000