

EVALUATION OF SUPERINTENDENT

The Board of Education recognizes that student achievement, district progress and community satisfaction with the schools are all in large part affected by the superintendent's performance. The Board also recognizes the superintendent cannot function effectively without periodic feedback on performance, and is committed to ensuring that the superintendent is evaluated annually as required by Commissioner's regulations.

The purposes of the evaluation shall be to:

1. Gauge the district's progress toward the goals the Board has charged the superintendent to accomplish.
2. Provide a basis for assessing the strengths and weaknesses of the Board and the superintendent and to aid in the professional development of both parties.
3. Strengthen the working relationship between the Board and the superintendent.
4. Provide a basis for commending, rewarding and reinforcing good work.

The evaluation shall focus on the goals the Board sets for the superintendent each year as well as the duties and competencies specified in the superintendent's job description.

During each school year, the Board shall conduct an evaluation of the superintendent's performance with the use of an evaluation instrument to be agreed upon between the parties and, in the absence of such agreement, the Board shall adopt an evaluation instrument. The Board shall meet with the superintendent in Executive Session, provide him a copy of the compiled evaluation instrument, and discuss its evaluation of his performance as superintendent

The procedures and form the Board uses for evaluating the superintendent shall be filed in the district office and available for review by any individual no later than September 10th of each year.

Cross-ref: 3120, Duties of Superintendent

Ref: 8 NYCRR 100.2 (o)(2)(v) (Performance review of superintendent)

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