

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. 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.

The evaluation tool is a joint process of establishing goals, performance standards, and the periodic review of the progress toward these goals. The evaluation of the Superintendent shall provide a continuing written record of performance to be used in making judgments concerning probationary service, contract terms, terminations, and other personnel actions.

The purpose of the evaluation shall be to enable the Superintendent to:

1. understand the scope of his/her duties and responsibilities;
2. establish long and short term goals;
3. place priorities on tasks which are most critical in the performance of his/her duties and responsibilities;
4. clarify relationships with those he/she directs and supervises and with those who direct and supervise him/her;
5. improve his/her own day-to-day operational efficiency, enhance his/her self-image and increase his/her job satisfaction;
6. understand better how he/she is doing from the point of view of those to whom he/she looks for advice, counsel and guidance;
7. receive commendation for his/her accomplishments; and
8. note areas that need improvement and identify ways for achieving improvement.

During each year of the Superintendent's appointment, the Board and the Superintendent will meet to discuss a plan of performance review and accountability for that school year, based on the needs of the schools. The final plan adopted, however, shall be at the sole discretion of the Board. 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.

Ref: 8 NYCRR §100.2(o)(2)

Note: Prior policies, Policy Manual, AFB and AFB-R, revised

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