

Policy Type: Board/Superintendent Relationship

Annual Summative Evaluation of the Superintendent

B/SR 5-E

The Board's Policy B/SR-5 provides that:

Each June, the Board will conduct a formal summative evaluation of the Superintendent. The summative evaluation will be based upon accumulated data derived from monitoring Board policies on **Ends** and **Executive Limitations** policies during the current year. A written evaluation document will be prepared by the Board. The Superintendent and Board will review the document in executive session.

The Board and Superintendent will conduct an informal mid-year review as of January.

The purpose of the annual evaluation (and mid-year review) of the Superintendent is to summarize actions previously taken by the Board as it monitored **Ends** and **Executive Limitations** policies during the year, and to draw conclusions on the basis of that on-going monitoring process relative to organizational performance and consequently the Superintendent's performance.

During the current year, the following **Ends** and **Executive Limitations** policies have been monitored by the Board, with acceptance of monitoring reports considered to be evidence of satisfactory organizational and Superintendent performance:

✓	E-1	District Mission	May 2007
✓	E-2	Academic Standards	Oct 2006
✓	E-3	Contributing Citizens	Mar 2007
✓	EL-1	Expectations of Superintendent	Aug 2006
✓	EL-2	Emergency Superintendent Succession	July 2006
✓	EL-3	Treatment of Parents, Students, and the Public	Aug 2006
✓	EL-4	Staff Treatment	Aug 2006
✓	EL-5	Staff Compensation	Apr 2007
✓	EL-6	Staff Evaluations	Jul 2006
✓	EL-7	Budgeting	Aug 2006
✓	EL-8	Financial Administration	Aug 2006
✓	EL-9	Facilities Program	Sep 2006
✓	EL-10	Asset Protection	Sep 2006
✓	EL-11	Communication and Counsel to the Board	Dec 2006
✓	EL-12	Communication with the Public	Dec 2006
✓	EL-13	Academic Standards and Practices	Nov 2006
✓	EL-14	Academic Program	Nov 2006
✓	EL-15	Instructional Materials Selection	May 2006
✓	EL-16	District Calendar	Apr 2007
✓	EL-17	Student Conduct and Discipline	Feb 2007
✓	EL-18	Mandatory Policies	Oct 2006

Findings - Ends:

Commendable indicators:

Indicators of a need for improvement:

Additional Remarks:

Findings - Executive Limitations:

Conclusions: Based upon the Board's acceptance of these reports and the on-going monitoring of the district's performance during the preceding year, the Board reaches the following conclusions relative to Superintendent performance:

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Policy Implications:

Additional Remarks:

Signed: _____, Chair
Signed: _____, Superintendent

Date: _____
Date: _____

Adopted: *May 23, 2007*
Monitoring Method: *Board self-assessment*
Monitoring Frequency: *Annually in January*