

EVALUATION OF THE SUPERINTENDENT

Purpose of the Evaluation

1. Provide opportunities for board/superintendent conferences to discuss performance.
2. Establish and maintain an effective relationship between the board and the superintendent.
3. Record evidence of performance.
4. Give encouragement and commendations.
5. Improve performance.
6. Establish basis for contract renewal.

Content Areas of the Evaluation

The superintendent's evaluation will consist of three parts.

1. Progress is achieving the superintendent's performance standards. Performance criteria will be based on recognized standards for superintendent performance such as those of the WA Standards-Based Superintendent Evaluation and on the District Improvement Plan.
2. Progress in achieving district goals. Annually, the superintendent will submit and the board will approve district goals or objectives/strategies for achieving district goals. Progress in achieving unforeseen goals or priorities may be included in the list of district goals, based upon prior agreement between the board and superintendent for the purpose of the superintendent's evaluation.
3. Progress in completing the superintendent's professional development plan. The superintendent will provide a professional development plan to the board within the first thirty (30) days of the contract year. The board will evaluate the superintendent's progress in completing this plan. The superintendent's self-report will include an assessment of the value of the training, information, and networking that the professional development experiences provided throughout the year.

Procedures for Completing the Evaluation

The superintendent will provide the board with a written self-assessment of his/her progress in all eight standards of the evaluation. The self-assessment will be submitted in May of each year before the board's written evaluation is completed.

The board will provide a written narrative evaluation of the superintendent's strengths and accomplishments in the eight standards of the evaluation. The board will also identify areas of performance improvement or goals needing further attention in the future. The board shall give the superintendent a written copy of the evaluation on or before June 30.