

EVALUATION OF THE SUPERINTENDENT

The Board, in keeping with state law, shall institute and maintain a comprehensive program for the evaluation of the superintendent.

Through evaluation of the superintendent, the Board shall strive to accomplish the following:

1. Clarify for the superintendent his role in the school system as seen by the Board.
2. Clarify for all Board members the role of the superintendent in the light of his job description and the immediate priorities among his responsibilities as agreed upon by the Board and the superintendent.
3. Develop harmonious working relationships between the Board and superintendent.
4. Provide administrative leadership of excellence for the school system including improvement of the instructional program and implementation of curricular programs.
5. Measure the superintendent's professional growth and development and level of performance.

The Board shall consult with the superintendent, administrators, teachers, and the advisory school district personnel performance evaluation council in developing the evaluation system.

The Board shall periodically develop with the superintendent a set of performance objectives based on the needs of the school system. The superintendent's performance shall be reviewed at least annually in accordance with the specified goals. Additional objectives shall be established at intervals agreed upon with the superintendent.

An evaluation document shall be prepared in writing. The superintendent shall have an opportunity to review the document with the evaluator, and both shall sign it.

The evaluation document shall contain a written improvement plan, be specific as to performance strengths and weaknesses, specifically identify when a direct observation was made and identify data sources.

Nothing in this policy shall be construed to imply in any manner the establishment of any personal rights not explicitly established by statute, Board policy or contract.

ADOPTION DATE: January 15, 1985

REVISION DATE: March 20, 1996

LEGAL REF.: C.R.S. 22-9-101 et seq. (Certificated Personnel Performance Evaluation Act)

CROSS REFS.: ADA, School District Goals and Objectives
BDFA*, District Personnel Performance Evaluation Council
CBA/CBC, Qualifications/Powers and Responsibilities of Superintendent

CBIA*, Public Inspection of Superintendent's Evaluation