

EVALUATION OF THE SUPERINTENDENT

The Superintendent shall be evaluated on the basis of specific Board / Superintendent-developed performance objectives (goals).

Specific performance objectives shall serve as the focus for a minimum of three conferences held during the school year. By July 1, the Board and Superintendent shall have held an executive session for the purpose of discussing specific goals for the forthcoming school year.

The Superintendent shall make periodic reports to the Board during the year. The Board shall feel free to respond to the progress reports and redirect the Superintendent when it appears that his/her mission is off target.

By February 1, the Board shall have completed a formal evaluation session with the Superintendent. Board / Superintendent-developed goals will serve as the evaluation instrument.

Written comments by the evaluator are encouraged to clarify when an evaluator feels that the Superintendent's performance is "outstanding" or "needs to improve."

Each Board Member shall complete the instrument prior to the Board's Executive Session. In their discussion the Board shall arrive at a composite Board evaluation of the Superintendent. A written composite, signed by the Members of the Board, shall be presented to the Superintendent in the executive session. This written evaluation shall be supplemented by a discussion.

The Board, on the basis of the evaluation, may renew the Superintendent's contract for periods not to exceed 3 years.

Legal References:

RCW 28A.405.100

Minimum criteria for the evaluation of certified employees,
Including Administrators—Procedure—Scope—Penalty

Adoption Date: September 16, 2002
College Place School District No. 250