

## EVALUATION OF THE SUPERINTENDENT

In order to advance the instructional program of the school district, the superintendent will establish and will implement an evaluation program for all administrators and teachers. Such a program will be aimed at improving administrator/teacher performance and at promoting professional growth within the framework of the goals and objectives of the school district. Such an evaluative process will include a formal procedure for the evaluation of the superintendent of schools by the board of directors. The board shall establish evaluative criteria and shall be responsible for evaluating the performance of the superintendent as provided by statute.

Through the evaluation of the superintendent, the board of directors will strive to accomplish the following;

- clarification for the superintendent of his/her role in the school system as understood by the board of directors;
- clarification for all board of directors members the role of the superintendent in light of his/her responsibilities, authority, organizational expectations;
- development of a unity of purpose in order to achieve high priority goals and objectives;
- development of opportunity for goal achievement through regular appraisal and feedback;  
and
- enhancement of organizational health resulting from involved, committed, and strengthened individuals.

The superintendent's evaluation and the evaluations of district administrators and teachers should be viewed as part of an overall district management plan of establishing goals and objective, appropriate programs, and methods of evaluation. Instructional leadership efforts can only be productive if teaching and learning are emphasized and if objectives, measurement, and feedback are part of that effort. Teachers, administrators, central office personnel, and the board of directors should be partners in the improvement process, and it is expected that this policy provide direction in achieving that partnership.

The superintendent shall have the opportunity for confidential conferences with the board members on no less than three occasions in each year, the purpose of which shall be the aiding of the superintendent in his/her performance. The board, on the basis of the evaluation, may renew and/or extend the superintendent's contract for periods not to exceed three years.

Legal References:	RCW 28A.405.100	Minimum criteria for the evaluation of certified employees, including administrators — Procedure — Scope — Penalty
	RCW 28A.400.010	Employment of Superintendent

Adopted: October 18, 1993

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March 20, 2019 – Non-substantive revision.