

EVALUATION OF THE SUPERINTENDENT

The Governing Board recognizes ~~that, in order to effectively fulfill its responsibilities for setting direction, ensuring accountability, and providing community responsibility to establish an evaluation system that enables a fair assessment of the Superintendent's effectiveness in leading the district toward established goals, serves to support his/her continued growth in leadership for the district, it must adopt measures for holding the Superintendent accountable. At a minimum, the~~ and management skills, and provides a basis for Board decisions regarding contract extension and compensation. The Board shall annually conduct a formal evaluation of the Superintendent's performance ~~to assess his/her effectiveness in leading the district toward established goals. In addition, the evaluation process~~ and may include ~~provide additional opportunities during~~ throughout the year ~~for~~ to review ~~of~~ the Superintendent's progress toward meeting ~~the~~ established goals. ~~The evaluation shall be in accordance with the provisions of the Superintendent's contract and any applicable Board policy.~~

(cf. 0000 - Vision)

(cf. 0200 - Goals for the School District)

(cf. 0500 - Accountability)

(cf. 2121 - Superintendent's Contract)

(cf. 9000 - Role of the Board)

(cf. 9005 - Governance Standards)

The Board shall determine, with the Superintendent's input, the criteria, schedule, method(s), and instrument(s) to be used for the Superintendent's evaluation. Evaluation criteria shall ~~be agreed upon by the Board and Superintendent prior to the evaluation and shall~~ include, but are not ~~be~~ limited to, district goals and success indicators; educational, management, and community leadership skills; and the Superintendent's professional relationship with the Board.

(cf. 2110 - Superintendent Responsibilities and Duties)

(cf. 2111 - Superintendent Governance Standards)

~~The Board and Superintendent shall jointly determine the evaluation method(s) and schedule that will best serve the district and the structure and format of the instrument to be used.~~

Prior to the evaluation, the Superintendent shall provide to the Board for its review a report of progress toward district goals, the Superintendent's self-appraisal of accomplishments and performance, and a statement of actions taken to address any Board ~~recommendation~~ recommendations from the previous evaluation.

Each Board member shall independently evaluate the Superintendent's performance. ~~Based on these individual evaluations, based upon the evaluation criteria, after which the Board president shall produce a single document that summarizes~~ integrates the individual evaluations. ~~The and represents the consensus of the Board shall then take action on this document and present it to the Superintendent for his/her response.~~

(cf. 9121 - President)

The evaluation shall provide commendations in areas of strength and achievement, ~~provide and~~ recommendations for improving effectiveness in **any** areas of **need**, concern ~~and~~, or unsatisfactory performance, ~~and serve as a basis for making decisions about salary increase and/or contract extension.~~

The Board shall meet in closed session with the Superintendent to discuss the evaluation.
(Government Code 54957)

(cf. 9321 - Closed Session Purposes and Agendas)

(cf. 9321.1 - Closed Session Actions and Reports)

~~The~~ **At this meeting, the** Superintendent shall have an opportunity to ask questions, respond verbally and in writing to the evaluation, and present additional ~~evidence of information~~ **regarding** his/her performance or district progress.

The discussion shall include the establishment of performance goals for the next year and may identify professional development opportunities for the Superintendent and/or the entire governance team to address areas of concern, strengthen the relationship between the Superintendent and Board, or enhance the Superintendent's knowledge of current educational issues and leadership and management skills.

(cf. 9240 - Board Training)

(cf. 9400 - Board Self-Evaluation)

After the Board and Superintendent have discussed the evaluation, the Board president and Superintendent shall sign the evaluation and it shall be placed in the Superintendent's personnel file. **The evaluation, including personal performance goals, shall be confidential to the extent permitted by law.**

(cf. 4112.6/4212.6/4312.6 - Personnel Files)

~~At the open session after the Superintendent's evaluation or at a subsequent meeting, the Board and Superintendent shall jointly identify performance goals for the next year.~~

~~*(cf. 9400 - Board Self-Evaluation)*~~

Legal Reference:

GOVERNMENT CODE

~~53262 - Employment~~ **6254.8 Public Records Act; employment contracts, superintendent**

54957 Closed session, personnel matters

COURT DECISIONS

Versaci v. Superior Court, (2005) 127 Cal.App.4th 805

Duval v. Board of Trustees, (2001) 93 Cal.App.4th 902

Management Resources:

CSBA PUBLICATIONS

Maximizing School Board Governance: Superintendent Evaluation, 2006

WEB SITES

CSBA: <http://www.csba.org>

Association of California School Administrators: <http://www.acsa.org>

PERRIS UNION HIGH SCHOOL DISTRICT

Perris, California

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Current Policy