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Evaluation

DEVELOPMENT AND APPROVAL

The Board and Superintendent shall develop procedures and forms for the evaluation of the Superintendent in compliance with applicable statutes and regulations. This policy and related procedures must be approved by the Kentucky Department of Education.

FREQUENCY OF EVALUATION

The Superintendent shall be evaluated annually (~~December~~) in writing by the Board, and the summative evaluation shall be made available to the public on request. The evaluation criteria and evaluation process to be used shall be explained to and discussed with the Superintendent no later than the end of the first month of reporting for employment for each fiscal year.

~~Each Board member will individually rate the performance of the Superintendent using the Board adopted Superintendent Evaluation instrument. The Board Chair shall lead the Board in a discussion to arrive at an agreed upon rating for each standard as well as determine areas for professional growth for the next twelve (12) month evaluation period. In open session the Board shall announce the rating assigned to each standard on the evaluation instrument as well as the goals set for the coming year and adopt them by Board action and reflected in the minutes.~~

PROCESS

Any preliminary discussions relating to the evaluation of the Superintendent by the Board or between the Board and the Superintendent prior to the summative evaluation shall be conducted in closed session.

The summative evaluation of the Superintendent shall be discussed and adopted in an open meeting of the Board and reflected in the minutes.

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~~Three (3) times per year (March, June, September) the Board shall formally review the progress of the Superintendent and complete the formative evaluation instrument.~~

~~In December of each year the Superintendent shall gather input on his/her performance from all District staff. These results shall be presented to the Board during a December Board meeting along with a draft set of goals for the district and the Superintendents Professional Growth Plan.~~

REFERENCES:

- KRS 156.557
- 704 KAR 3:370

RELATED POLICY:

- 03.18