

Evaluation

GOAL

The improvement of the school district shall be the primary goal of the evaluation, which shall be approached on the basis of open cooperation between the Board and the Superintendent. The purpose of the Superintendent evaluation is to assess their effectiveness in leading the district toward accomplishing its mission, vision, goals, and objectives.

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 in writing by the Board, and the summative evaluation shall be made available to the public on request. S/he shall be notified of the criteria on which she is to be evaluated no later than the end of the first month of reporting for employment for each fiscal year. The period of evaluation shall be the district's fiscal year beginning July 1st and ending June 30th. The annual evaluation of the Superintendent for the prior school year shall be finalized no later than December 31st. The evaluation shall include, but not be limited to, the following:

1. The effectiveness of the Superintendent's leadership.
2. Measurement of systemwide academic and financial performance, to be determined annually by the Board. (reflection of current performance)
- ~~2-3.~~ The accomplishment of reasonable performance objectives outlined in advance by the Board and the Superintendent. (specific goals identified by the board)

PROCESS

The Board Chair or their designee is responsible for coordinating and conducting the evaluation process.

The input of each School Board member shall be equally weighted in the final determination of the Superintendent's performance.

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.

GROWTH PLAN

The Superintendent shall provide a professional growth plan in the area of leadership to Board members.

The goals established by the Board can be placed on the agenda monthly for discussion as to progress being made towards the goals set for the year.

REFERENCES:

[KRS 156.557](#)

[704 KAR 003:370](#)

RELATED POLICY:

03.18

Adopted/Amended: 6/13/2013
Order #: 061313-05

Commented [1]: Need to change/amend