

FERNDALE AREA SCHOOL DISTRICT

SECTION: ADMINISTRATIVE
EMPLOYEES

TITLE: EVALUATION OF
SUPERINTENDENT

ADOPTED: MARCH 21, 2007

REVISED:

312. EVALUATION OF SUPERINTENDENT	
1. Purpose	Regular, periodic evaluation of the Superintendent's performance is a Board responsibility. In carrying out this responsibility, the Board recognizes that the Superintendent is entitled to such a review in an objective and straightforward manner so that leadership of the district may be as effective as possible.
2. Authority	The Board shall evaluate the performance of the Superintendent annually and at any time such action is prudent.
3. Guidelines	<p>Prior to the beginning of the period under evaluation, the Board and Superintendent shall agree upon the criteria to be used for evaluation purposes.</p> <p>Evaluation criteria may include:</p> <ol style="list-style-type: none"> 1. Superintendent's self-evaluation. 2. Objectives/Goals agreed upon annually by the Board and Superintendent. 3. Working relationship between the Board and the Superintendent. 4. Superintendent's relationship with staff, students and community. 5. Superintendent's professional growth. 6. Consideration of objective data regarding student welfare, student test scores, curriculum development, business management and property maintenance, and employee grievances. <p>As an outcome of the Superintendent's evaluation, the Board should:</p> <ol style="list-style-type: none"> 1. Recognize strengths and assist the Superintendent in capitalizing on them. 2. Identify weaknesses and establish a course of action that will assist the Superintendent in improving performance in these areas.