



Book	Policy Manual
Section	300 Administrative Employees
Title	Evaluation of Superintendent
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Purpose

Regular periodic evaluation of the Superintendent's performance is a Board of School Directors ("Board") responsibility. In carrying out this responsibility, it is recognized that the Superintendent is entitled to such a review in as objective and straightforward fashion as possible so that his/her leadership may be as effective as possible for the Springfield School District ("District").

Authority

The Board will evaluate the performance of the Superintendent annually.[\[1\]](#)

Prior to the beginning of the period under evaluation, the Board and Superintendent shall agree upon the criteria to be used for evaluation purposes.

Such criteria may include:

1. The Superintendent's self-analysis.
2. Objectives agreed upon annually by the Board and the Superintendent.
3. The working relationship between the Board and the Superintendent.
4. The Superintendent's relationship with the staff, students, and community.

Evaluation interviews between the Board and Superintendent should occur during which no other business is discussed.

As an outcome of the evaluation of the Superintendent, the Board should:

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.
3. Establish specific objectives the achievement of which will advance the District toward its goals.
4. Determine the necessity of any action regarding the employment of the Superintendent in accordance with law.[\[2\]](#)[\[3\]](#)[\[4\]](#)

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[1. 24 P.S. 1081](#)

[2. 24 P.S. 1073](#)

[3. 24 P.S. 1080](#)

4. Pol. 302