

SECTION: ADMINISTRATIVE
EMPLOYEES

TITLE: EVALUATION OF
SUPERINTENDENT

ADOPTED: September 28, 2000

REVIEWED: February 2005; November 2010

SPRINGFIELD SCHOOL DISTRICT

<p>1. Purpose</p> <p>2. Authority SC 1081</p>	<p style="text-align: center;">312. EVALUATION OF SUPERINTENDENT</p> <p>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”).</p> <p>The Board will evaluate the performance of the Superintendent annually.</p> <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>Such criteria may include:</p> <ol style="list-style-type: none"> 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. <p>Evaluation interviews between the Board and Superintendent should occur during which no other business is discussed.</p> <p>As an outcome of the evaluation of the Superintendent, 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. 3. Establish specific objectives the achievement of which will advance the District toward its goals.
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SC 1073, 1080
Pol. 302

4. Determine the necessity of any action regarding the employment of the Superintendent in accordance with law.

DISCLAIMERS:

This policy is superseded by all current federal and state laws and mandates.

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