

**EVALUATION OF THE SUPERINTENDENT**

The Board of Education, in recognition of its accountability to the people of Gore Schools and its obligations under the statutes of the State of Oklahoma, shall conduct annual formal evaluations of the superintendent of Gore Public Schools. The evaluations shall be conducted toward the goal of improving Gore Public Schools through an improving superintendency.

Members of the board will first evaluate the superintendent independently, using a written form adopted by the board for this purpose. The board will convene to discuss the assessments and to prepare a composite evaluation.

The composite evaluation will be discussed by the full board and the superintendent. The board and the superintendent will each retain a copy of the written evaluation report.

Evaluation of the superintendent shall be conducted in such manner as to:

1. Provide positive and constructive feedback to the superintendent that will support and promote the superintendent's professional growth and development;
2. Help the board evaluate its work in planning the educational program in this community;
3. Strengthen the working relationship between the board and the superintendent by providing a comprehensive vehicle of communication.