

EVALUATION OF THE SUPERINTENDENT

The Board of Education recognizes that student achievement, district progress and community satisfaction with the schools are all in large part affected by the superintendent's performance. The Board also recognizes the superintendent cannot function effectively without periodic feedback on performance, and is committed to ensuring that the superintendent is evaluated annually as required by Commissioner's regulations.

The purposes of the evaluation shall be to:

1. Gauge the district's progress toward the goals the Board has charged the superintendent to accomplish.
2. Provide a basis for assessing the strengths and weaknesses of the Board and the superintendent and to aid in the professional development of both parties.
3. Strengthen the working relationship between the Board and the superintendent.
4. Provide a basis for commending, rewarding and reinforcing good work.

The evaluation shall focus on the goals the Board sets for the superintendent each year as well as the duties and competencies specified in the superintendent's job description.

The procedures the Board uses for evaluating the superintendent shall be filed in the district office by September 1st and available for review by any individual no later than September 10th of each year.

Cross-ref: 3120, Duties of the Superintendent

Ref: 8 NYCRR §100.2(o)(1)(6) (Performance review of superintendent)

Adoption date: December 7, 2021

EVALUATION OF THE SUPERINTENDENT REGULATION

The Board of Education shall meet with the Superintendent of Schools in Executive Session one time per year, at least one month prior to the anniversary date (August 1) of the Superintendent's contract to:

1. Receive interim progress reports.
2. Develop cooperatively a limited number of specific objectives to be accomplished in the following school year, with the understanding that the commitment to accomplish the selected specific objectives will be in addition to the routine management of the district operation at the current level of quality.
3. Evaluate the Superintendent's performance.
4. Review the results of efforts in the previous year.
5. Make revisions as necessary in the planned objectives for the year ahead and make adjustments in emphasis as deemed advisable.

Each Board member will complete a copy of an evaluation form. The Board, in Executive Session, will prepare a composite report which will be signed by both the Superintendent and the President of the Board. A copy will be provided to the Superintendent and a copy retained in the district files to provide a continuous record of the Superintendent's service.

Adoption Date: December 7, 2021