

**Superintendent Evaluation Procedures**

The board will conduct an ongoing evaluation of the superintendent's skills, abilities, and competence. The superintendent shall be formally evaluated not less than twice during the first contract year, and once during each contract year beginning with the second contract year of employment unless the board deems additional evaluations appropriate. The goal of the superintendent's formal evaluation is to ensure the educational program for the students is carried out, promote growth in effective administrative leadership, clarify the superintendent's role, clarify the immediate priorities of the board, and develop a working relationship between the board and the superintendent. The superintendent shall receive a copy of the evaluation and shall have the right to submit a response to the evaluation; said response shall be placed in the superintendent's personnel file.

The superintendent's performance will be rated by each board member on the Superintendent Evaluation Form (Policy 2121). Judgments will be rendered on the extent to which the superintendent has achieved performance criteria based upon the job description, the achievement of Board Identified Superintendent Attributes, the progression on his/her annual goals, and the meeting of the district's School Improvement Plan and goals. Prior to the superintendent's evaluation, an opportunity will be presented to discuss progress on his/her annuals goals and the district's School Improvement Plan.

Evaluation forms and the superintendent's self-assessment on the evaluation form and goal attainment will be provided to board members sufficiently in advance of the December board meeting to allow the board president to compile the separate evaluations from individual board members. At the regular December board meeting, in closed session, the evaluation results will be shared with the superintendent and open discussion invited on any disparate viewpoints.

This policy supports and does not preclude the ongoing, informal evaluation of the superintendent's skills, abilities and competence.

Legal Reference: Neb. Statute 79-828

Policy Adopted: 5/3/2010

SCHOOL DISTRICT 145  
WAVERLY, NEBRASKA