

Evaluation of the Superintendent

01 The Governing Board recognizes its responsibility to establish an evaluation
02 system that enables a fair assessment of the Superintendent's effectiveness
03 in leading the District toward established goals, serves to support his/her
04 continued growth in leadership and management skills, and provides a basis
05 for Board decisions regarding contract extension and compensation. The
06 Board shall annually conduct a formal evaluation of the Superintendent's
07 performance and may provide additional opportunities throughout the year to
08 review the Superintendent's progress toward meeting established goals.
09
10

11
12 (cf. 0000 - Vision)
13 (cf. 0200 - Goals for the School District)
14 (cf. 0500 - Accountability)
15 (cf. 2121 - Superintendent's Contract)
16 (cf. 9000 - Role of the Board)
17 (cf. 9005 - Governance Standards)
18
19

20 The Board shall determine, with the Superintendent's input, the criteria,
21 schedule, method(s), and instrument(s) to be used for the Superintendent's
22 evaluation. Evaluation criteria shall include, but are not limited to, District
23 goals and success indicators; educational, management, and community
24 leadership skills; and the Superintendent's professional relationship with the
25 Board.
26
27

28
29 (cf. 2110 - Superintendent Responsibilities and Duties)
30 (cf. 2111 - Superintendent Governance Standards)
31
32

33 Prior to the evaluation, the Superintendent shall provide to the Board for its
34 review a report of progress toward District goals, the Superintendent's
35 self-appraisal of accomplishments and performance, and a statement of
36 actions taken to address any Board recommendations from the previous
37 evaluation.
38
39

40 Each Board member shall independently evaluate the Superintendent's
41 performance based upon the evaluation criteria, after which the Board shall
42

Evaluation of the Superintendent

43 produce a single document that integrates the individual evaluations and
44 represents the consensus of the Board.

45

46

47

(cf. 9121 - President)

48

49

50

51

52

The evaluation shall provide commendations in areas of strength and achievement and recommendations for improving effectiveness in any areas of need, concern, or unsatisfactory performance.

53

54

55

56

The Board shall meet in closed session with the Superintendent to discuss the evaluation. (Government Code 54957)

57

58

59

(cf. 9321 - Closed Session Purposes and Agendas)

60

61

62

63

64

65

At this meeting, the Superintendent shall have an opportunity to ask questions, respond verbally and in writing to the evaluation, and present additional information regarding his/her performance or District progress.

66

67

68

69

70

71

72

73

The discussion shall include the establishment of performance goals for the next year and may identify professional development opportunities for the Superintendent and/or the entire governance team to address areas of concern, strengthen the relationship between the Superintendent and Board, or enhance the Superintendent's knowledge of current educational issues and leadership and management skills.

74

75

76

(cf. 9240 - Board Training)

77

78

79

80

81

82

83

(cf. 9400 - Board Self-Evaluation)

84

85

After the Board and Superintendent have discussed the evaluation, the Board president and Superintendent shall sign the evaluation and it shall be placed in the Superintendent's personnel file. The evaluation, including personal performance goals, shall be confidential to the extent permitted by law.

(cf. 4112.6/4212.6/4312.6 - Personnel Files)

Evaluation of the Superintendent

86
87
88
89
90
91
92
93
94
95
96
97
98
99
100
101
102
103
104
105
106
107
108
109
110

Legal Reference:

GOVERNMENT CODE

6254.8 Public Records Act; employment contracts

54957 Closed session, personnel matters

COURT DECISIONS

Versaci v. Superior Court, (2005) 127 Cal.App.4th 805

Duval v. Board of Trustees, (2001) 93 Cal.App.4th 902

Management Resources:

WEB SITES

CSBA: <http://www.csba.org>

Association of California School Administrators: <http://www.acsa.org>

CSBA: (7/04 3/11) 7/17

Adopted: _____