

## Superintendent Evaluation Process

### RATING KEY

- 4 – Outstanding Performance
- 3 – Exceeds Job Requirements
- 2 – Meets Job Requirements
- 1 – Below Job Requirements
- 0 – Unacceptable Job Performance
- SC – Special Circumstances

### GUIDELINES:

The Board of Education will use the topical criteria above in rating the performance of the Superintendent.

1. Each board member will complete the evaluation form and return it to the Vice President.
2. The Vice President will collect and aggregate all data to reflect the average rating of the entire Board of Education.
3. Upon completion, the summary of evaluations will be given to the Board President, which will then be shared with the Superintendent.
4. Eligibility for the incentive pay shall be considered as part of the annual evaluation process.
5. The areas of enhancement and improved performance will be identified, discussed and agreed upon by the Board of Education and the Superintendent of Schools. Those areas established as ones requiring enhancement or improvement shall have additional emphasis placed upon them. The Superintendent will concentrate on strengthening those areas in whatever way necessary. The following year's evaluation will focus on how well the Superintendent of Schools accomplished those areas highlighted along with the other typical categories.

15-4