

## 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.

During each year of the Superintendent's appointment, the Board and the Superintendent will meet to discuss a plan of performance review and accountability for that school year. The final plan adopted shall be at the sole discretion of the Board. Such evaluation will be discussed only during an executive session.

The procedures the Board uses for evaluating the superintendent shall be filed in the district office 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)(vi) (Performance review of superintendent)

Adoption date: January 21, 1999  
1<sup>st</sup> Revision date: December 15, 2016