

MIDDLETOWN AREA SCHOOL DISTRICT

SECTION: ADMINISTRATIVE
EMPLOYEES

TITLE: EVALUATION OF
SUPERINTENDENT

ADOPTED: October 14, 1991

REVISED:

312. EVALUATION OF SUPERINTENDENT	
1. Purpose	Regular periodic evaluation of the Superintendent's performance is a Board responsibility. In carrying out this responsibility, it is recognized that the Superintendent is entitled to such a review in an objective and straightforward fashion so that his/her leadership may be as effective as possible for the district.
2. Authority	The Board will evaluate the performance of the Superintendent annually, between March and July.
3. Guidelines	<p>Prior to the beginning of the period under evaluation, the Board and Superintendent shall agree upon the criteria to be used for evaluation purposes.</p> <p>The criteria to be used for a subsequent evaluation shall be agreed upon during a current evaluation. Such criteria may include:</p> <ol style="list-style-type: none"> 1. The Superintendent's self-analysis. 2. Objectives agreed upon annually by the Board and the Superintendent. 3. The working relationship between the Board and the Superintendent. 4. The Superintendent's relationship with staff, students and community. 5. The Superintendent's personal professional growth. 6. Assessments compiled on a standard form and completed by individual Board members. 7. Consideration of objective data regarding: <ol style="list-style-type: none"> a. Student welfare. b. Student test scores.

<p>SC 1073, 1080</p> <p>School Code 1001, 1005, 1073, 1080</p>	<ul style="list-style-type: none">c. Curriculum development.d. Business management and property maintenance.e. Employee grievances. <p>As an outcome of the evaluation of the Superintendent, the Board should:</p> <ul style="list-style-type: none">1. Recognize strengths and assist the Superintendent in capitalizing on them.2. Identify weaknesses and establish a course of action that will assist the Superintendent in improving performance in those areas.3. Establish scientific objectives the achievement of which will advance the district toward its goals.4. Determine the necessity of any action regarding the employment of the Superintendent in accordance with law.
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