

BLOOMSBURG AREA SCHOOL DISTRICT Policy Manual
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Section: ADMINISTRATIVE EMPLOYEES
Title: EVALUATION OF SUPERINTENDENT
Date Adopted: August 17, 1981
Date Last Revised: December 16, 2002

312. EVALUATION OF SUPERINTENDENT

- .1 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 or her leadership may be as effective as possible for the district.
- .2 The Board will evaluate the performance of the Superintendent annually.
- .3 Prior to the beginning of the period under evaluation, the Board and Superintendent shall agree upon the criteria that are to be used for evaluation purposes. Such criteria may include:
 - .31 the Superintendent’s own self-analysis
 - .32 objectives agreed upon annually by the Board and the Superintendent
 - .33 the working relationship between the Board and the Superintendent
 - .34 the Superintendent’s relationship with other members of the school community
 - .35 the Superintendent’s personal professional growth
 - .36 the compilation of assessments by individual Board members, which shall then be reviewed by the Board and the Superintendent
 - .37 evaluation interviews between the Board and Superintendent during which no other business is discussed.
- .4 As an outcome of the evaluation of the Superintendent, the Board shall conduct a review session to:

- .41 recognize both strengths and weaknesses, and assist the Superintendent in capitalizing on them; these shall be placed in writing and become part of the Superintendent's personnel file.
- .42 establish specific objectives, the achievement of which will advance the district towards its goal.