

**REVISED POLICY - VOL. 26, NO. 2**

**EVALUATION OF THE SUPERINTENDENT**

The School Board believes it is essential that it evaluate the Superintendent's performance periodically in order to assist both the Board and the Superintendent in the proper discharge of their responsibilities and to enable the Board to provide the Corporation with the best possible leadership.

**[NOTE: Your choice below depends upon whether or not your Superintendent is certificated.]**

**[x] [OPTION #1 - Certificated]**

If the Superintendent is a certified employee pursuant to I.C. 20-29-2-4, the Superintendent's evaluation will be in accordance with Policy 1530 - Evaluation of Administrators.

**[END OF CERTIFICATED OPTION]**

**[ ] [OPTION #2 - Non-Certificated]**

~~If the Superintendent is not certificated, the Board shall:~~

- ~~(+) annually,~~
- ~~(+) no later than \_\_\_\_\_~~
- ~~(+) periodically,~~
- ~~(+) but not less than every \_\_\_\_\_~~

~~evaluate the performance of the Superintendent.~~

**[END OF NON-CERTIFICATED]**

**[NOTE: Choose one of the following two options]**

**[OPTION 1]**

~~Such performance evaluation shall include an assessment of:~~

- ~~A. objective measures of student achievement and growth to significantly inform the evaluation. The objective measures must include:
  - 1. results from all required student assessments;
  - 2. student growth in areas that are not measured by state wide assessments; and
  - 3. results from locally developed assessments and other test measures for certificated employees whose responsibilities may or may not include instruction in subjects and areas measured by state wide assessments.~~
- ~~B. rigorous measures of effectiveness, including observations and other performance indicators;~~
- ~~C. the progress toward the educational goals of the Corporation (see Policy 1110);~~
- ~~D. the working relationship between the Board and the Superintendent;~~
- ~~E. an annual designation of the Superintendent in one (1) of the following rating categories:
  - 1. highly effective
  - 2. effective
  - 3. improvement necessary
  - 4. ineffective~~
- ~~F. an explanation of the evaluator's recommendations for improvement, and the time in which improvement is expected;~~

**BOARD OF SCHOOL TRUSTEES**  
**SCHOOL CORPORATION**

ADMINISTRATION  
1240/page 3 of 5

G. ~~a provision that if student achievement and growth is static or negative in any year, the Superintendent cannot receive a rating of high effective or effective;~~

H. ~~a discussion of the evaluation between the Superintendent and the evaluator.~~

~~{}~~ ~~The evaluation may also include the evaluator's assessment of the Board's own effectiveness in providing direction to the Superintendent.~~

~~The Board~~

~~( ) and the Superintendent, jointly,~~

~~shall, at the outset of each evaluation, determine who shall serve as the evaluator of the Superintendent.~~

**[END OF OPTION 1]**

**BOARD OF SCHOOL TRUSTEES**  
**SCHOOL CORPORATION**

ADMINISTRATION  
1240/page 4 of 5

**[x ] OPTION 2]**

The Board

- (x) and the Superintendent, jointly,

shall, at the outset of each evaluation, determine the method by which the evaluation shall be conducted. Such method may include:

- (x) the Superintendent's own self-analysis;
- (x) the active participation of each Board member;
- (x) a recommendation from a Board committee;
- (x) a compilation of assessments

( ) ~~on a prepared standard form~~

by individual Board members, which shall then be reviewed jointly by the Board and Superintendent;

- (x) evaluation interviews between the Board and Superintendent during which no other business is discussed;
- ( ) ~~the Superintendent's assessment of Board efficiency and effectiveness.~~

Such evaluation shall include an assessment of:

- (x) the progress toward the educational goals of the Corporation (see Policy 1110);
- (x) the Superintendent's effectiveness at providing direction to the staff;
- (x) the Superintendent's effectiveness at motivating staff;
- (x) the working relationship between the Board and the Superintendent.

The evaluation may also include an assessment of the Board's own effectiveness in providing direction to the Superintendent.

Such assessments will be based on defined quality expectations developed by the Board for each criteria being assessed.

**[END OF OPTION 2]**

As an outcome of the evaluation of the Superintendent's performance, the Board should be prepared to judge the advisability of retention of the Superintendent and be prepared better to:

- (x) determine the Superintendent's salary;
- (x) identify strengths and weaknesses in the operation of the Corporation and determine means by which weaknesses can be reduced and strengths are maintained;
- (x) establish specific objectives, the achievement of which will advance the Corporation toward its goals;
- (x) improve its own performance as the public body ultimately charged with the educational responsibility of this Corporation.

I.C. 20-28-6, 7, 8; 20-29-2-4