

SECTION: ADMINISTRATIVE
EMPLOYEES

TITLE: EVALUATION OF
SUPERINTENDENT

ADOPTED: November 9, 1995

REVISED: January 11, 2007

Palmyra Area School District

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. Guidelines	<p>The Board will evaluate the performance of the Superintendent.</p> <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>Such criteria may include:</p> <ul style="list-style-type: none">the Superintendent's self-analysis;objectives agreed upon annually by the Board and the Superintendent;the working relationship between the Board and the Superintendent;the Superintendent's relationship with staff, students and community;the compilation of assessments on a prepared standard form by individual Board members, which shall then be reviewed by the Board and the Superintendent; and <p>evaluation interviews between the Board and Superintendent during which no other business is discussed.</p> <p>As an outcome of the evaluation of the Superintendent, the Board should:</p> <ul style="list-style-type: none">recognize strengths and assist the Superintendent in capitalizing on them;identify weaknesses and establish a course of action that will assist the Superintendent in improving performance in these areas; and

312. EVALUATION OF SUPERINTENDENT - PAGE 2

<p>School Code 1001, 1005, 1073, 1080</p>	<p>establish specific objectives the achievement of which will advance district toward its goals.</p>
---	---