

REVISED POLICY - VOL. 26, NO. 2

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EVALUATION OF THE ~~SUPERINTENDENT~~ EXECUTIVE DIRECTOR

The School Board believes it is essential that it evaluate the ~~Superintendent~~ Executive Director's performance periodically in order to assist both the Board and the ~~Superintendent~~ Executive Director 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~~ Executive Director is certificated.]

[OPTION #1 - Certificated]

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

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[END OF CERTIFICATED OPTION]

[OPTION #2 - Non-Certificated]

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If the ~~Superintendent~~ Executive Director is not certificated, ~~The~~ the Board shall:

- annually,
- no later than \_\_\_\_\_
- periodically,
- but not less than every \_\_\_\_\_

evaluate the performance of the ~~Superintendent~~ Executive Director. (~~See Policy 1110~~) Such evaluation shall include an assessment of:

[END OF NON-CERTIFICATED]

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

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~~[OPTION 1]~~

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~~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;~~

~~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]~~

~~( ) the progress toward the educational goals of the Corporation;~~

~~( ) the working relationship between the Board and the Superintendent;~~

~~( ) 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.~~

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OPTION 2]

The Board

(X) and the ~~Superintendent~~Executive Director, jointly,

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

- ~~(-) the Superintendent's own self analysis;~~
- (X) the active participation of each Board member;
- ~~(-) a recommendation from a Board committee;~~
- ~~(-) a compilation of assessments~~
- ~~(-) on a prepared standard form~~
- ~~by individual Board members, which shall then be reviewed jointly by the Board and Superintendent;~~
- ~~(-) 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~~Executive Director's effectiveness at providing direction to the staff;
- (X) the ~~Superintendent~~Executive Director's effectiveness at motivating staff;
- (X) the working relationship between the Board and the ~~Superintendent~~Executive Director.

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

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~~Executive Director's performance, the Board should be prepared to judge the advisability of retention of the ~~Superintendent~~Executive Director and be prepared better to:

- (X) determine the ~~Superintendent~~Executive Director'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