



Section ADMINISTRATIVE EMPLOYEES

Title EVALUATION OF SUPERINTENDENT

LACKAWANNA TRAIL SCHOOL DISTRICT

Adopted

Revised

Lackawanna Trail School District

	312. EVALUATION OF SUPERINTENDENT	1
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 or her leadership may be as effective as possible for the district.	2 3 4 5 6 7 8 9 10 11 12
2. Guidelines	<p>The Board will evaluate the performance of the Superintendent annually, between March and May.</p> <p>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.</p> <p>The criteria to be used for a subsequent evaluation shall be agreed upon during a current evaluation.</p> <p>Such criteria may include</p> <ul style="list-style-type: none"> the Superintendent's own 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 	13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44
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the Superintendent's personal professional growth

the compilation of assessments on a prepared standard form by individual Board members, which shall then be reviewed by the Board and the Superintendent

consideration of objective data regarding student welfare, student test scores, curriculum development, business management/property maintenance, and employee grievances.

As an outcome of the evaluation of the Superintendent, the Board should 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, establish specific objectives the achievement of which will advance the district toward its goals and determine the necessity of any action regarding the employment of the Superintendent in accordance with law.

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School Code

SC 1001
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