

EVALUATION OF THE SUPERINTENDENT

It is the responsibility of the board to maintain and improve the quality of administration and instruction. One of the primary methods used in carrying out this responsibility is to work with the Superintendent in improving his or her effectiveness.

Annually, the Superintendent will provide to the board a work plan designed to implement the goals set for the division by the school board. The board will formally evaluate the Superintendent each year through the use of a jointly agreeable instrument which adequately measures his or her accomplishments under the work plan. Informal evaluations may also take place as the board deems appropriate, provided that specific criteria for such appraisals be communicated to the Superintendent.

Each board member will be involved in assessing the Superintendent's job performance on a continuing basis and by completing the formal evaluation instrument. Upon conclusion of the annual performance appraisal, the evaluation will be reviewed with the Superintendent by the board or its designees.

Adopted: August 9, 1993

Legal Ref.: Code of Virginia, 1950, as amended,
Section 22.1-253.13:7.C.2