

## EVALUATION OF THE CHIEF EXECUTIVE OFFICER (CEO)/SUPERINTENDENT

The Chief Executive Officer (CEO)/superintendent will be evaluated once each semester during the first three years of employment. Thereafter, the superintendent's performance will be reviewed annually by the Board.

Through this process the Board will strive to accomplish the following:

1. Clarify for the chief executive officer (CEO)/superintendent his/her role in the school district as seen by the Board
2. Clarify for all Board members the role of the chief executive officer (CEO)/superintendent in the light of his/her job description and the immediate priorities among his/her responsibilities as agreed upon by the Board and the chief executive officer (CEO) /superintendent.
3. Develop harmonious working relationships between Board and the chief executive officer (CEO)/superintendent.
4. Provide administrative leadership of excellence for the school district.

The criteria for the Chief Executive Officer/Superintendent Evaluation as set forth in Policy CBA shall be used for evaluating the performance of the Chief Executive Officer/Superintendent. Each school board member shall individually evaluate the Chief Executive Officer and the individual school board member evaluations shall be averaged for an overall evaluation rating.

Board consensus of the chief executive officer (CEO)/superintendent's abilities and performance will be put in writing, made available to him/her, and discussed with him/her in an executive session. The evaluation will be used to improve the quality of administration and to determine future employment.

Adopted: August 12, 1996

Amended: November 12, 2007

Amended: December 10, 2018