

Evaluation Of The Superintendent

The Governing Board believes that an annual evaluation of the Superintendent's performance serves to measure the district's progress toward established goals and objectives and strengthens working relationships between the Superintendent and the Board. The evaluation process should clarify the Superintendent's role and give the Board and Superintendent an opportunity to jointly identify immediate priorities among the Superintendent's many responsibilities. Evaluations also should help the Board to set reasonable criteria for salary increases and/or contract extension. The Board's evaluations should include commendations in areas of strength and recommendations for improving effectiveness.

Performance Objectives

By September 1 of each year, the Board and Superintendent shall agree upon a limited number of objectives which shall be used to evaluate the Superintendent's performance. These objectives shall reflect established goals and needs of the district with regard to the educational program, personnel, operations, management, community relations, Board-Superintendent relations, and professional leadership. For each objective, the Board and Superintendent shall identify in writing the activities to be performed, expected results and timelines, and resources or constraints which may affect achievement.

(cf. 2122 - Superintendent of Schools: Responsibilities and Duties)

Evaluation Process

The Superintendent and Board president shall examine dates specified in the Superintendent's contract and shall establish an approximate schedule for the annual evaluation process and annual setting of performance objectives.

(cf. 2121 - Superintendent's Contract)

By May 1 of each year, each Board member shall independently rate the Superintendent's performance in each objective.

The Board shall examine all Board members' ratings and reach a consensus upon each performance objective. The Board president or designee shall then develop a single evaluation, illustrating the Board's collective judgment of each objective, and submit a copy to the Board prior to providing a copy to the Superintendent. The Board shall then meet in closed session with the Superintendent to discuss the evaluation. The Superintendent and Board members shall agree upon and sign an evaluation summary by May 30 of each year.

(cf. 9321 - Closed Session Purposes and Agendas)

Additional evaluations may be arranged at any time during the year at the request of either the Board or the Superintendent.

Legal Reference:

EDUCATION CODE

44660-44665 Evaluation and assessment of performance

GOVERNMENT CODE

54957 Closed session for personnel matters

Policy FRESNO UNIFIED SCHOOL DISTRICT

adopted: March 12, 1992 Fresno, California

revised: February 8, 1996