

Evaluation of the Superintendent

The board will establish evaluative criteria and will be responsible for evaluating the performance of the superintendent as provided by statute.

The board, on the basis of the evaluation, may terminate, renew or extend the superintendent's contract for periods not to exceed three years.

If a majority of the board considers the superintendent's performance to be deficient in one or more areas, the superintendent shall be so notified in writing by February 1 and/or in a timely manner of the contract year. The notice shall include specific suggestions for improvement, based upon the established criteria and job description.

After the evaluation, and prior to the goal setting meeting, the board and superintendent will meet to finalize the criteria, appraisal instrument, procedures, and time line for the subsequent year's evaluation.

The superintendent shall have the opportunity for confidential conferences with the board on no fewer than three occasions in each contract year, the purpose of which shall be aiding the superintendent in his/her performance and communicating regarding the board's performance expectations of and evaluation criteria for the superintendent.

Legal References: RCW 28A.405.100

Minimum criteria for the evaluation of
certificated employees, including
administrators — Procedure —
Scope — Penalty

RCW 28A.400.010

Employment of Superintendent —
superintendent's qualifications,
general powers, term, contract
renewal

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Essential