

FAIRFIELD AREA SCHOOL DISTRICT

EVALUATION OF SUPERINTENDENT

2215

- 2215.1      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.
- 2215.2      Evaluation Process  
The Board will evaluate the performance of the Superintendent annually. The three major components of the evaluation process will include District Goals, Annual Report, and annual Evaluation review.
- Prior to the beginning of the period under evaluation, the Board and Superintendent shall agree upon the criteria that are to be used for the evaluation purposes. Such criteria may include annual goals agreed upon annually by the Board and Superintendent, the working relationship between the Board and Superintendent, and the Superintendent's relationship with staff and students.
- 2215.3      Goal  
The evaluation process is designed for an open dialog between the Board and Superintendent. This is to be accomplished in an executive session designated solely for this purpose.
- As an outcome of the evaluation of the Superintendent, the Board should:
- a) Recognize strengths and assist the Superintendent in capitalizing on them.
  - b) Identify weaknesses and establish a course of action that will assist the Superintendent in improving performance in these areas.
  - c) Establish specific goals the achievement of which will advance the District, and
  - d) Determine the necessity of any action regarding the employment of the Superintendent in accordance with law.

Revised December 3, 2007