

## ANNUAL SUMMATIVE EVALUATION Superintendent

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Each \_\_\_\_\_, the Board will conduct a formal summative evaluation of the Superintendent.

The summative evaluation will be based primarily upon student achievement data, which certifies achievement toward pre-established district-wide goals as identified by the board at the beginning of the current evaluation year.

1. The board will take into consideration any mitigating factors that impact the district and are outside of the control of the Superintendent, such as changing student enrollment or funding
  2. The board will work with the Superintendent to pre-determine what *relative and valid data* is appropriate to be presented and analyzed as evidence of student achievement
  3. The Board and Superintendent will meet and agree what information will be released to the Public and in what format
  4. Evidence of reasonable progress toward the achievement of student performance goals will be considered to be evidence of satisfactory organizational/Superintendent performance
  5. Any other values, to be considered by the Board in determining the Superintendent's performance, will be identified, agreed upon and committed in writing for the subsequent year's evaluation. Individual member judgments and the summary document will be attached to the final document along with student performance data documents
  6. The cumulative evaluation document will be summarized & presented by the Board president
  7. The Superintendent and the full Board will review the document in executive session prior to releasing for public review any aspects of the evaluation
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### **Monitoring of Student Achievement Toward District Goals:**

(Copies of each Monitoring Report submitted by the Superintendent are appended, with the Board's disposition of acceptance noted, and with appropriate summary comments)

**Ratings: 1. Commendable 2. Satisfactory w/ exceptions noted 3. Unsatisfactory w/ expectations noted**

Goal/End Result One: (Date received by the Board) Rating:

Goal/End Result Two: (Date received by the Board) Rating:

Goal/End Result Three: (Date received by the Board) Rating:

Goal/End Result Four: (Date received by the Board) Rating:

Based upon the Board's prior acceptance of these reports on student performance towards our district-wide goals/Ends, the Board reaches the following conclusions relative to Superintendent performance:

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Following is a summary of the Superintendent's performance relative to our other values as identified at the beginning of the year (fiscal management; hiring, development and evaluation of staff; treatment of students and learning environment; treatment of parents and community; communication and counsel to the board)

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Based upon the foregoing conclusions, the Board makes the following recommendations/decisions for Superintendent performance for the coming year:

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Signed: \_\_\_\_\_ President      Date: \_\_\_\_\_

Signed: \_\_\_\_\_ Superintendent      Date: \_\_\_\_\_