

Evaluation of Superintendent

The Board shall institute and maintain a comprehensive program for the evaluation of the superintendent on a regular basis that is consistent with state law and agreed upon by the Board and the superintendent.

Through evaluation of the superintendent, the Board shall strive to accomplish the following:

1. Clarify the superintendent's role in the school system as seen by the Board by defining objectives that will contribute to achievement of district-wide goals.
2. Clarify for all Board members the role of the superintendent in view of the job description and the immediate priority among responsibilities as agreed upon by the Board and the superintendent.
3. Develop positive communication and harmonious working relationships between the Board and superintendent.
4. Provide administrative leadership of excellence for the school system including implementation of education programs for the achievement of the educational objectives of the school district, including the district's academic standards.
5. Measure the superintendent's professional growth and development and level of performance.

The evaluation of the superintendent shall be based on criteria that are determined prior to the evaluation. There shall be a clear relationship among the criteria, the position description for the superintendent and the goals of the district.

The superintendent's performance shall be reviewed at least annually, and at least five months prior to contract time, in accordance with the specified goals. Additional objectives shall be established at intervals agreed upon with the superintendent.

The evaluation process shall afford each Board member the opportunity to evaluate the performance of the superintendent on an individual basis. The evaluation document prepared by the Board shall represent a synthesis of information collected from individual Board members.

The evaluation document shall be prepared in writing. The superintendent shall have an opportunity to review the document with the Board in executive session. The report shall be signed by the superintendent and the president of the Board.

The evaluation document shall contain a written professional growth plan, be specific as to performance strengths and weaknesses, and specifically identify data sources and sources of information upon which the evaluation was based.

Those portions of the superintendent's written evaluation relating to the performance in fulfilling adopted district objectives, fiscal management of the district, district planning responsibilities and supervision and evaluation of district personnel shall be available for inspection by the public during regular office hours.

Nothing in this policy shall be construed to imply in any manner the establishment of any personal rights not explicitly established by law or contract. Further, nothing in this policy or the accompanying regulation shall be construed to be a prerequisite to or a condition of suspension, dismissal or termination. All employment decisions remain within the sole and continuing discretion of the Board.

Adopted: August 13, 2002
Amended: April 12, 2005
Revised: February 9, 2021

LEGAL REF.: C.R.S. 22-9-106 (4)(b) (*local board of education shall have exclusive authority for evaluating the superintendent*)
C.R.S. 22-9-109 (specific portions of superintendent's evaluation open to public inspection)

CROSS REFS.: ADA, School District Goals and Objectives
CBA/CBC, Qualifications/Powers and Responsibilities of Superintendent
CBD, Superintendent's Contract