

**SUPERINTENDENT EVALUATION POLICY**

The board will conduct an annual, written formal evaluation of the work of the superintendent of the district, to be completed no later than June 1, from this date forward. The evaluation will indicate the strengths and weaknesses of the superintendent's job performance in the year immediately preceding the evaluation and areas where improvement in the superintendent's job performance, in view of the board of trustees, is called for.

At least thirty-three percent (33%) of the evaluation results must be based on multiple objective measures of growth in student achievement as determined by the board of trustees and based upon research. Growth in student achievement as measured by Idaho's statewide assessment for federal accountability purposes must be included. This portion of the evaluation may be calculated using current and/or past year's data and may use one (1) or multiple years of data.

Progress toward the goals outlined in the district's continuous improvement plan will be included in the superintendent's evaluation.

In addition to the criteria specified above, the board will utilize the following accepted standards to ensure that the superintendent is fairly and consistently evaluated using the board approved Superintendent Evaluation.

**STANDARDS:**

A school administrator is an educational leader who promotes the success of each student by:

1. Leading the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by school and community stakeholders.
2. Leading through advocating, nurturing, and sustaining district/school cultures and coherent instructional programs that are conducive to student learning and staff professional growth.
3. Ensuring management of the organization, operations, and resources for a safe, efficient, and effective learning environment.
4. Collaborating with families and community members, responding to diverse community interests and needs, and mobilizing community resources.
5. Acting with integrity, fairness, and in an ethical manner.
6. Understanding, responding to, and influencing the political, social, economic, legal, and cultural context.

**SUPERINTENDENT EVALUATION**

Each Board member completes an evaluation form rating each standard *Unsatisfactory*, *Basic*, *Proficient*, or *Distinguished*. Provide comments to assist superintendent in understanding the rating. Each board member’s form will be given to the superintendent. Following are definitions for the four (4) ratings:

- *Distinguished* – Performance consistently exceeds expectations set forth in the performance standards. Performance by the superintendent continually has an impact on students, staff, and programs in the school district in a positive manner.
- *Proficient* – Performance that consistently meets expectations resulting in quality work in the accomplishment of the job performance standards identified for the superintendent.
- *Basic* – Meeting minimum requirements. Superintendent understands the components but implementation is not consistent or up to expected standards. The board should cite specific evidence in a narrative format.
- *Unsatisfactory* – Unacceptable performance that requires significant improvement to justify continued employment. The board should cite specific evidence in a narrative format.

**Each Standard begins with** – A school administrator is an educational leader who promotes the success of each student by:

**Standard 1:** Leading the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by school and community stakeholders.

Evidence	Evaluation Notes
<ul style="list-style-type: none"> <li>• To be determined by the Board</li> </ul>	
<b>Rating:</b>	

**Standard 2:** Leading through advocating, nurturing, and sustaining district/school cultures and coherent instructional programs that are conducive to student learning and staff professional growth.

Evidence	Evaluation Notes
<ul style="list-style-type: none"> <li>• To be determined by the Board</li> </ul>	
<b>Rating:</b>	

**Standard 3:** Ensuring management of the organization, operations, and resources for a safe, efficient, and effective learning environment.

Evidence	Evaluation Notes
<ul style="list-style-type: none"> <li>• To be determined by the Board</li> </ul>	
<b>Rating:</b>	

**Standard 4:** Collaborating with families and community members, responding to diverse community interests and needs, and mobilizing community resources.

Evidence	Evaluation Notes
<ul style="list-style-type: none"> <li>• To be determined by the Board</li> </ul>	
<b>Rating:</b>	

**Standard 5:** Acting with integrity, fairness, and in an ethical manner.

Evidence	Evaluation Notes
<ul style="list-style-type: none"> <li>• To be determined by the Board</li> </ul>	
<b>Rating:</b>	

**Standard 6:** Understanding, responding to, and influencing the political, social, economic, legal, and cultural context.

Evidence	Evaluation Notes
<ul style="list-style-type: none"> <li>• To be determined by the Board</li> </ul>	
<b>Rating:</b>	

**Overall Rating:**

**Comments:**



**LEGAL REFERENCE:**

Idaho Code Sections

33-320 – Continuous Improvement Plans and Training

33-513 – Professional Personnel

IDAPA 08.02.02.121 – Local District Evaluation Policy – School Principal

**ADOPTED:** June 20, 2017