

## **SUPERINTENDENT EVALUATION**

### **Statement of Purpose**

The purpose of a performance review includes:

1. Learning the strengths of and growth challenges for the superintendent;
2. Providing dialogue with and feedback to the superintendent;
3. Providing leadership for the district;
4. Determining if the district is moving in the direction the Board wants and expects;
5. Determining if the goals established for the year have been accomplished;
6. Determining if the superintendent is working within the guidelines/limitations set by the Board;
7. Evaluating the Board by evaluating the superintendent; i.e., did we communicate our goals, etc.;
8. Reinforcing the Board's accountability responsibility;
9. Promoting continuous improvement; and,
10. Providing positive reinforcement to the superintendent.

### **Superintendent Performance Review Instrument**

Superintendent performance components include:

1. Educational leadership;
2. Financial management;
3. Community relations;
4. Staff communication/relations;
5. Board relations;

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6. District/state liaison;
7. Facility management;
8. Ethical personal characteristics; and
9. Professional leadership and development.

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***Note: The reader is encouraged to review policies and/or procedures for related information in this administrative area.***

Implemented: 11/20/2000

Clinton School District #124, Clinton, Missouri