

GRANITE FALLS SCHOOL DISTRICT

BOARD OF DIRECTORS

POLICY 9360: FORMAL EVALUATION OF THE SUPERINTENDENT

The board shall establish evaluative criteria and shall be responsible for evaluating the performance of the superintendent as provided by statute.

The Board will provide an evaluation of the Superintendent on a bi-annual basis. The evaluation will be based upon:

- Evidence of progress on outlined goals for the Superintendent set with the Board prior to the beginning of the school year;
- The Washington Standards-based Superintendent Framework Evaluation Rubric; and,
- The Board Expectations for the Superintendent Performance.

The Board and the Superintendent will conduct an informal mid-year review in January, followed by a formal written review in June at the conclusion of the school year.

Each board member shall complete the instrument prior to the board's executive session.

In their discussion the board shall arrive at a composite board evaluation of the Superintendent. A written composite summarizing the year-ending evaluation, reviewed by the board members, shall be presented to the superintendent in the executive session. This written evaluation shall be supplemented by a discussion. Written comments by the evaluator are encouraged to clarify when an evaluator feels that the superintendent's performance is "outstanding" or "needs to improve." The Board will provide the Superintendent with this evaluation prior to the first meeting in June. The Superintendent will then provide back to the Board written evidence in areas where there is disagreement in the evaluation. An Executive Session will be held before the end of June to review and discuss the written evidence provided by the Superintendent. The Board will review the evidence provided to them and prepare the final evaluation report. The Superintendent and the Board Chair will sign the final evaluation, with a copy provided to the Superintendent by the first meeting in August.

The Superintendent shall have the opportunity for confidential conferences with the board members on no less than two occasions in each school year, the purpose of which shall be the aiding of the superintendent in his/her performance. The board, on the basis of the evaluation, may renew and/or extend the Superintendent's contract for periods not to exceed three (3) years.

Legal References:

RCW 28A.405.100 Minimum criteria for the evaluation of certificated employees, including administrators--
Procedure-- Scope-- Penalty

ADOPTED: APRIL 27, 2000

AMENDED: FEBRUARY 4, 2015