

## EVALUATION OF THE SUPERINTENDENT

It is the responsibility of the School Board to maintain and improve the quality of administration and instruction. One of the primary methods used in carrying out this responsibility is to work with the Superintendent in improving his or her effectiveness.

Annually, the Superintendent will provide to the School Board a work plan designed to implement the Strategic Plan and its goals set for the division by the School Board. The Board will formally evaluate the Superintendent each year through the use of a jointly agreeable instrument which adequately measures his or her accomplishments under the work plan and includes student academic progress as a significant component. The formal evaluation will be provided to the Superintendent at least by the last scheduled Board meeting in each calendar year. Informal evaluations may also take place as the Board deem appropriate, provided that specific criteria for such appraisals are consistent with the Strategic Plan and agreed to by the Superintendent.

Each board member will be involved in assessing the Superintendent's job performance on a continuing basis and by completing the formal evaluation instrument. Upon conclusion of the annual performance appraisal, the evaluation will be reviewed with the Superintendent by the Board or its designees.

Adopted: October 24, 1996  
Amended: July 6, 2000  
Amended: October 7, 2004  
Amended: September 4, 2014  
Amended: June 18, 2015

Legal Ref.: Code of Virginia, 1950, as amended, §§ [22.1-60](#), [22.1-253.13:5](#).  
[Board of Education Guidelines for Uniform Performance Standards and Evaluation Criteria for Superintendents](#)