

Evaluation of Superintendent

The Board of Education shall serve as the evaluator of the superintendent. The evaluation process shall be used as a tool to improve communication and promote a better working relationship between the Board and the superintendent.

Because of the special nature of the relationship between the Board and the superintendent, procedures for evaluation of the superintendent are significantly different than those set out in the evaluation system for other licensed/certified personnel.

The Board shall consult with the superintendent and the advisory school district personnel performance evaluation council when revising the process for evaluation of the superintendent.

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

Nothing in this policy shall be construed to imply in any manner the establishment of any personal rights not explicitly established by statute, Board policy or contract. All employment decisions remain within the sole and continuing discretion of the Board.

Adopted February 24, 1994

Revised to conform with practice: date of manual adoption

LEGAL REFS.: 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

[Legal Revised March 2012]