SUPERINTENDENT EVALUATION

The board believes that leadership is of critical importance to a sound educational program and that thorough and regular appraisal of supervisory and administrative performance is crucial to improving the total educational process.

A continuous program of performance appraisal of all professional staff will be established and maintained. The purpose of performance appraisal is to ensure a high quality of supervisory and administrative performance, primarily to advance the instructional program for students. An additional purpose of the appraisal system is to provide information to management and leadership personnel to assist in making personnel decisions and to promote professional growth.

The board empowers the Superintendent with the right to evaluate any principal or staff member at any time and as often as deemed necessary and appropriate.

A yearly evaluation of all administrators is required. The evaluation process should be concluded with a summative conference. In addition to the district's appraisal procedure, non-tenured administrators shall be evaluated in accordance with state statutes.

If the evaluation is less than satisfactory, a performance improvement plan should be developed and monitored by subsequent observations and conferences. Appropriate effort to assist in remediation of deficiencies disclosed by observations and evaluations and to encourage administrators to develop their performance to an optimum degree is required.

Performance appraisal of principals will be based upon but not limited to appraisal of the job description, performance standards and performance goals or targets as defined, and the performance plan. Annual appraisals of administrators will be kept on file in the Superintendent's office.

It is the board's desire to grant career status only to those who, based upon the Superintendent's recommendations, exhibit a pattern of professional behavior and exemplifies above average performance at the end of the probationary period.

Performance of the Superintendent will be evaluated by the board in accordance with state statutes. The process and instrument to be used in the evaluation process will be as agreed upon by the board and the Superintendent.

Legal Reference: Neb. Statute 79-828

Cross Reference:	204.06	Closed Sessions
	302.01	Superintendent Qualifications, Recruitment, Appointment

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