



POLICY: AEB – EVALUATION OF SUPERINTENDENT

REGULATION:

EXHIBIT:

The management of the human and financial resources of the education system are fundamental responsibilities of the School Board. The performance evaluation of the Superintendent is an essential part of this responsibility. The ultimate aim of the process is the improvement of learning opportunities for children through the effective management of schools.

To be effective, the Superintendent performance evaluation process should be both **regular and planned**. It should occur in an atmosphere of respect and trust. An effective evaluation process encourages two-way communication between Board and Superintendent.

The main purposes for evaluation of the Superintendent are:

- To provide an opportunity for Board and Superintendent to communicate expectations and develop understanding.
- To ensure that essential management functions, as set out in the job description, are performed effectively.
- To provide an opportunity for professional growth through a developmental approach to the appraisal of the Superintendent.
- To provide a basis for salary adjustments and decisions on continued employment, pay increases and contract renewal.
- To provide the Superintendent with a formal record of his/her performance.
- To provide the Board with an opportunity to evaluate its own performance.

APPROVED: May 25, 2004

REVISED:

SOURCE:

OTHER REFERENCE:

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