



Introduction to the Superintendent's Performance Evaluation

Careful preparation offers improved communication, deeper understanding, and enhanced mutual appreciation and respect

The school board's performance evaluation of the superintendent is a significant factor in the board/superintendent relationship. The outcome can vary from enhancing the relationship to creating distrust and dissension.

While it's common to assume that everyone has the same understanding and expectations, this is almost never true. A deliberate effort to define what will be assessed, the assessment process, and how the results will be used for all

parties involved will dramatically increase the potential for an experience that is positive and productive instead of frustrating, disappointing, and unresolved.

With mutual clarity, both board members and the superintendent will have good reason to anticipate improved communication, deeper understanding, and enhanced mutual appreciation and respect.

Proper preparation for the superintendent's performance evaluation includes:

REQUISITES: Ascertain all applicable legal requirements.

PURPOSE: Determine the standards to be assessed and how the results will be used.

PROCESS: Define timeline and roles and organizing a procedure that provides ample opportunities for all parties to be heard.