

Policy Code: 2011 Superintendent Evaluation

It is the responsibility of the board to maintain and improve the quality of administrative leadership and academic achievement. The Board relies on the superintendent to effectively implement board policy and to achieve the Board's goals for the district. The Board will provide guidance to the superintendent on the extent to which the results achieved meet agreed upon goals. To this end, the board will annually evaluate the superintendent against the performance standards for superintendents established by the NC State Board of Education and any other expectations, goals or objectives set by the board. The board may use the evaluation process and guidelines established by the State Board, including the *Rubric for Evaluating North Carolina Superintendents*, or such other process(es) and/or evaluation tool(s) as the board chooses. Every board member will be involved in the evaluation, except in extraordinary circumstances.

CONDITIONS AND EXPECTATIONS

Each year the board will require the superintendent to conduct a self-assessment of his or her own performance using the *Rubric for Evaluating North Carolina Superintendents* or another instrument selected by the board. In addition, each year the board will work collaboratively with the superintendent to establish conditions of the annual evaluation, including (1) the scope and timeline of the board's evaluation; (2) the timeline for the superintendent to share the results of his or her self-assessment; (3) the goals and other performance expectations of the board, which may include, but are not limited to, goals established in the long-range strategic plan; and (4) the scale and metrics by which performance will be assessed. The board will determine the extent to which compensation or other consequences or benefits may be linked to performance. The superintendent may develop, suggest or submit additional goals or initiatives for consideration by the board.

ANNUAL EVALUATION

In preparation for the superintendent's evaluation, the superintendent will collect, analyze and synthesize performance evidence and documentation needed to demonstrate his or her performance throughout the year. This information will be provided to the Board at least 15 days before the date of the initial evaluation meeting with the board.

In accordance with the process as previously determined by the board, the board will complete the selected evaluation instrument based on the input of all members of the board and discuss the results with the superintendent. The board will also make decisions at this time regarding any consequences or benefits to be assigned to the superintendent based on the level of performance achieved. Following the review with the superintendent, a summary of the completed performance evaluation will be reported to the public.

Legal References: [G.S. 115C-47](#), [-271](#), [-333\(f\)](#),

Cross References:

Adopted: May 17, 2012

Chapel Hill-Carrboro Schools