

2360 Evaluation of Superintendent

Policy 2360

STATUS: ADOPTED

EVALUATION OF SUPERINTENDENT

Adopted: December 15, 2004

Last Revised: June 19, 2013

Description:

The purpose of entering into a review of the Superintendent of Schools is to determine the effectiveness and extent to which the Superintendent is implementing and managing the expectations of the Board.

The Board believes that a review should reflect, and summarize, the ongoing communication and interaction between the Board and the Superintendent.

The process of, and criteria for evaluation must be fair and acceptable to both the Board and the Superintendent.

The Board believes that a transparent review process provides a mechanism to assist in maintaining harmonious relationships between the Board and the Superintendent.

EVALUATION OF SUPERINTENDENT

Approved: December 10, 2003

Last Revised: June 19, 2013

Description:

The intention of the Superintendent's review and evaluation is to answer the question: How are we doing in achieving our educational goals? With that in mind the Board of Education will identify, with the Superintendent, the core leadership competencies and performance history to be evaluated.

Areas for review may include evidence of the Superintendent's leadership competencies and work in the following areas:

- Leadership and District Culture;
- Structures for the Improvement of School Based Administrators;
- Organizational Management (systems, data, projects, delegation);
- Learning Initiatives and achieving the Board's Goals (Weaving the Big Picture);
- Development of "Success Structures" for Each Student;
- Performance of Duties as Defined in the Manual of School Law;
- Strategies for the Improvement of Teaching Practices;
- Human Resource/Union-Management Relations;
- Judgment and Problem Analysis and Response;
- Political Influence and Governance;
- Communication;
- Aboriginal Education;
- Provincial Associations and Professional Development.

Once the areas to be reviewed and evaluated are agreed upon, a process will be established following the BC School Trustees *Performance Planning and Review for School Superintendents* guide.