

# Lakeland Board of Education

Monitoring:  <b>Review: Annually, in March</b>	Descriptor Term:  <b>Evaluation of the Superintendent</b>	Descriptor Code: <b>5.803</b>	Issued Date: <b>05/12/14</b>
		Rescinds:	Issued:

1 Through an annual evaluation of the superintendent<sup>1</sup> the Board will strive to accomplish the following:

- 2 1. Clarify the role of the superintendent according to a job description as agreed upon by the Board and the  
3 superintendent;
- 4 2. Develop harmonious working relationships between the Board and the superintendent; and
- 5 3. Develop improvements in the administrative leadership of the school system.

6 The Board will develop, with the superintendent, a set of performance objectives based on the needs of the  
7 system. The performance of the superintendent will be reviewed in accordance with these specified goals. The  
8 performance objectives will be memorialized in an evaluation plan that includes, at a minimum, sections  
9 regarding job performance, student achievement, relationships with staff and personnel, relationships with board  
10 members, and relationships with the community.<sup>2</sup>

11 At a time agreed to by the Board and the superintendent, the Board will meet as a body to evaluate the  
12 superintendent's performance.

13 The following guidelines will be used in the evaluation process:

- 14 1. The superintendent will know the standards upon which they will be evaluated and will be involved in  
15 the development of those standards.
- 16 2. A part of the evaluation may be a composite of the evaluation by individual board members, but the  
17 Board, as a whole, will meet with the superintendent to discuss the composite evaluation.
- 18 3. The evaluation shall include a discussion of strengths as well as weaknesses.
- 19 4. Both the Board and superintendent will prepare for the evaluation; the superintendent will conduct a  
20 self-evaluation and board members will document the evidence used in rating the superintendent's  
21 performance.
- 22 5. All documentation will be supported by objective evidence.

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Legal References

1. TRR/MS 0520-2-1-.01
2. TCA 49-2-203(a)

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Cross References

Board-Superintendent Relations 1.205