

Superintendent Evaluation and Compensation
G-215-P

The Board will evaluate the Superintendent annually by utilizing an evaluation tool that incorporates the evaluation principles adopted by the Missouri State Board of Education. The job performance of the Superintendent should be linked to the District's goals in the Strategic Plan. The Board may also include other factors in the evaluation. The Superintendent will provide a progress update to the Board at least quarterly. The Board may take this time to address other job evaluation related issues with the Superintendent during this formative stage of the process. The summative evaluation incorporates the information utilized in the formative stage of the process. Each Board member will prepare an individual evaluation, then the Board President and Vice President will collect these evaluations and prepare a final consensus evaluation. The Board will meet with the Superintendent to share the evaluation results, discuss other pertinent job performance related issues, and determine contract related issues. The Board may determine compensation issues at the time of the summative evaluation, or at a later time, no later than June 30. The evaluation process does not preclude the Board from addressing job related issues as they arise.