

WALLINGFORD- SWARTHMORE SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: PERFORMANCE ASSESSMENT
OF SUPERINTENDENT/
ASSISTANT
SUPERINTENDENT

ADOPTED: February 25, 2002

REVISED: March 9, 2015

<p>1. Purpose</p> <p>2. Authority SC 1073.1</p> <p>SC 1073.1</p>	<p style="text-align: center;">312. PERFORMANCE ASSESSMENT OF SUPERINTENDENT/ ASSISTANT SUPERINTENDENT</p> <p>Regular, periodic evaluation of the Superintendent's and Assistant Superintendent's performance is a Board responsibility. In carrying out this responsibility, the Board recognizes that the Superintendent and Assistant Superintendent are entitled to such a review in an objective and straightforward manner so that their leadership may be as effective as possible for the district.</p> <p>The Board shall conduct a formal written performance assessment of the Superintendent and Assistant Superintendent annually as required by law. A timeframe for the assessment shall be included in the employment contract.</p> <p>The employment contract shall include objective performance standards mutually agreed to in writing by the Board and the Superintendent and by the Board and the Assistant Superintendent. The objective performance standards may be based upon any or all of the following:</p> <ol style="list-style-type: none"> 1. Superintendent's self-evaluation. 2. Objectives/goals agreed upon annually by the Board and Superintendent. 3. Working relationship between the Board and the Superintendent. 4. Superintendent's relationship with staff, students and community. 5. Superintendent's personal professional growth. 6. Compilation of assessments by individual Board members, which shall then be reviewed by the Board and Superintendent. 7. Evaluation interviews between the Board and Superintendent during which no other business is discussed.
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<p>SC 1073.1</p> <p>SC 1073.1</p>	<p>8. Consideration of objective data, such as standardized test results, student academic growth statistics, graduation rates, financial management standards, and standards of operational excellence.</p> <p>The mutually agreed upon performance standards shall be posted on the district website.</p> <p>Upon completion of the annual performance assessment, the date of the assessment and whether or not the Superintendent and Assistant Superintendent have met the agreed upon objective performance standards shall be posted on the district website.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 1073.1, 1080</p> <p>Board Policy – 302</p> <p>NOTE: The provisions of this policy regarding mutually agreed upon performance standards and website postings apply only to contracts of Superintendents or Assistant Superintendents entered into or renewed on or after November 1, 2012.</p>
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