

EVALUATION OF ADMINISTRATIVE STAFF

The purpose of appraising the performance and effectiveness of administrators is to promote improvement in the administrative function, to recognize exceptional professional performance and ultimately to bring continued improvement in the teaching/learning process in the district schools.

Each administrator's performance and effectiveness will be assessed within the scope of that person's area of responsibility, system-wide goals and objectives, and individual performance objectives.

Major areas of responsibility in which individuals may be appraised are established in their job descriptions. Such areas include: curriculum and instruction, staff relations, pupil relations, fiscal management, building management, program management, school/community relations, supportive services, professional growth plans, and other system-wide responsibilities.

System-wide goals and objectives are developed annually by the administrative team for the improvement of the school system. Individual performance objectives will be agreed to by the appraiser and appraisee, and may relate to system-wide goals and objectives, area of responsibility and/or personal growth.

The method of appraisal will consist of self-appraisal and appraisal by an assigned appraiser.

As a result of the above process, the Superintendent will make recommendations concerning the continued employment of each administrator.