

Evaluation of Superintendent

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The evaluation of the Superintendent shall serve as a positive, objective process for promoting the goals, values and progress of the School District of Phillips. The evaluation is based on the ISLLC (Interstate School Leaders Licensure Consortium) Administrator standards, the Superintendent's job description as well as the progress toward the annual goals and objectives agreed upon by the Board of Education and the Superintendent.

The evaluation process is one tool used by the Superintendent and Board for informed change and continued improvement of the district.

1. The Board shall identify and approve a timeline for the formal evaluation to review the performance of the Superintendent on an annual basis. The following dates will be included: a date for the annual goal setting meeting, dates for an interim progress report from the Superintendent, and a date for the formal evaluation to be completed.
2. The Board shall approve the evaluation document which will include a defined rating system, a space for written comments and a list of the annual goals.
3. The Superintendent shall submit a self-evaluation that addresses the performance standards in the job description and the annual goals. This shall be presented as a formal report to the Board of Education.
4. After each Board member has had an opportunity to complete an evaluation of the performance standards contained in the annual goals for the Superintendent, the Board shall complete a composite evaluation in closed session to be presented to the Superintendent. After review with the Superintendent, the summary shall become a public document.

Ref: Wisconsin Statutes 121.02

Approved: May 16, 2011