

**EVALUATION OF THE SUPERINTENDENT**

The School Board believes it is essential that it evaluate the Superintendent's performance periodically in order to assist both the Board and the Superintendent in the proper discharge of their responsibilities and to enable the Board to provide Western Wayne Schools ("Corporation") with the best possible leadership.

The Board shall, at the outset of each evaluation, determine the method by which the evaluation shall be conducted. Such method may include:

- A. the active participation of each Board member;
- B. a compilation of assessments on a prepared standard form by individual Board members, which shall then be reviewed jointly by the Board and Superintendent;
- C. evaluation interviews between the Board and Superintendent during which no other business is discussed.

Such evaluation shall include an assessment of:

- A. the progress toward the educational goals of the Corporation;
- B. the Superintendent's effectiveness at providing direction to the staff;
- C. the Superintendent's effectiveness at motivating staff;
- D. the working relationship between the Board and the Superintendent;

As an outcome of the evaluation of the Superintendent's performance, the Board should be prepared to judge the advisability of retention of the Superintendent and be prepared better to:

- A. determine the Superintendent's salary;
- B. identify strengths and weaknesses in the operation of the Corporation and determine means by which weaknesses can be reduced and strengths are maintained;
- C. establish specific objectives, the achievement of which will advance the Corporation toward its goals.

I.C. 20-28-6, 7, 8; 20-29-2-4

Western Wayne Schools, Wayne County, Indiana

Revised: [ ] 2019