



Book	BHASD Policies
Section	300 Employees
Title	Evaluation of Superintendent
Code	312
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### **Applicable Staff**

#### **ADMINISTRATIVE EMPLOYEES - Superintendent**

### **Purpose**

Regular, periodic evaluation of the Superintendent's performance is a Board responsibility. In carrying out this responsibility, the Board recognizes that the Superintendent is entitled to such a review in an objective and straightforward manner so that leadership of the district may be as effective as possible.

### **Authority**

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.

### **Guidelines**

Prior to the beginning of the period under evaluation, the Board and Superintendent shall agree upon the criteria to be used for evaluation purposes.

Evaluation criteria may include:

1. Objectives/Goals agreed upon annually by the Board and Superintendent.
2. Working relationship between the Board and Superintendent.
3. Superintendent's relationship with staff, students, and community.
4. Superintendent's personal growth.
5. Compilation of assessments by individual Board members, which shall then be reviewed by the Board and Superintendent.
6. Consideration of objective data regarding student achievement, student growth, student attendance, graduation rates, curriculum development, business management and property maintenance, and employee relations.

As an outcome of the Superintendent's evaluation, the Board should:

1. Recognize strengths and assist the Superintendent in capitalizing on them.
2. Identify weaknesses and establish a course of action that will assist the Superintendent in improving performance in these areas.
3. Establish specific objectives to advance the district toward its goals.
4. Determine the necessity of any action regarding the employment of the Superintendent, in accordance with law. [\[2\]](#)  
[\[3\]](#)[\[4\]](#)

The mutually agreed upon performance standards shall be posted on the district website.

Upon completion of the annual performance assessment, the date of the assessment and whether the Superintendent have met the agreed upon objective performance standards shall be posted on the district website.

Legal

[1. 24 P.S. 1081](#)

[2. 24 P.S. 1073](#)

[3. 24 P.S. 1080](#)

4. Pol. 302