

POLICY

2010 4240
Administration

SUBJECT: EVALUATION OF THE SUPERINTENDENT AND OTHER ADMINISTRATIVE STAFF

Superintendent

The Board of Education shall conduct annually a formal performance evaluation of the Superintendent. The formal procedures used to complete the evaluation are to be filed in the District Office, and to be made available for review by any individual, no later than September 10 of each year.

The formal performance procedures shall include written criteria, a description of the review procedures, provisions for post-conferencing, and methods used to record results of the evaluation. The Superintendent shall be granted the opportunity to respond to the evaluation in writing.

Evaluation of Administrative Staff

The Board shall direct the Superintendent to conduct an evaluation of all administrative personnel.

The purposes of this evaluation are:

- a) To determine the adequacy of administrative staffing;
- b) To improve administrative effectiveness;
- c) To encourage and promote self-evaluation by administrative personnel;
- d) To provide a basis for evaluative judgments by the Superintendent and the Board;
- e) To make decisions about continued employment with the District.

Removal of Administrative Staff

Competent administrators are essential to the effective operation of the School District. The Superintendent of Schools has the responsibility of determining the degree of competence possessed by each administrator in the system and of recommending to the Board of Education the dismissal of any administrator who does not meet the standards of performance required of his/her position in accordance with appropriate statutory requirements.

8 New York Code of Rules and Regulations (NYCRR) Section 100.2(o)(2)(v)

Adopted 4/27/10