EVALUATION OF SUPERINTENDENT*

All probationary employees shall be evaluated at least once each semester, unless the probationary certified employee is a Superintendent. If the probationary certified employee is a Superintendent, he or she shall be evaluated twice during the first year of employment and at least once annually thereafter. Should deficiencies be noted in the work performance, the Board shall provide the Superintendent with a list of deficiencies, a list of suggestions for improvement, and assistance in overcoming the deficiencies, and follow-up evaluations and assistance when deficiencies remain.

The Board of Education and Superintendent will develop a specific written evaluation procedure. Evaluation meetings in closed session will be scheduled for December and May the first year. Thereafter, an annual meeting will be held at a mutually agreeable date each year. These meetings will be conducted in a manner designed to:

a. Clarify for the Superintendent his role in the school system as seen by the Board.

b. Clarify for all Board members the role of the Superintendent in light of his job description and performance goals and objectives as agreed upon by the Board and the Superintendent.

c. Develop harmonious working relationships between the Board and the Superintendent.

d. Provide administrative leadership of excellence for the school system. (79-12,111)

*LB 534, March, 1986

Adopted: November 9, 1987