

### **EVALUATION OF THE SUPERINTENDENT**

At least once each fiscal year, the Board of Education and Superintendent shall meet in executive session for the purpose of mutual evaluation of the performance of the Superintendent. The basis for this evaluation shall be, but not be limited to, the Board adopted job description for the position of Superintendent. A copy of the written evaluation shall be made available and discussed with the Superintendent in a conference. The Superintendent shall have the right to make a written reaction or response to the evaluation. This response shall become a permanent attachment to the Superintendent's evaluation.

Through evaluation of the Superintendent, the Board strives to:

- A. clarify the roll of the Superintendent as seen by the Board;
- B. identify strengths and weaknesses in the operation of the District and determine means by which weaknesses can be reduced and strengths maintained;
- C. establish specific objectives, the achievement of which will advance the District towards its goals; and
- D. improve its own performance as a public body ultimately charged with the educational responsibility of the District.

The annual evaluations shall be considered by the Board in deciding whether to renew the Superintendent's contract; however, the establishment of this evaluation procedure does not create an expectancy of continued employment. Nothing contained herein shall prevent the Board from making the final determination regarding the renewal or nonrenewal of the Superintendent's contract.

LEGAL REFS: O.R.C. §3319.01

Adopted: August 10, 2015