

EVALUATION OF THE SUPERINTENDENT

At least once each year the Board of Education and Superintendent shall meet in closed 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 to 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:

1. Clarify the role of the Superintendent as seen by the Board;
2. Develop harmonious working relationships between the Board and Superintendent;
3. Provide administrative leadership for the district; and
4. Identify strengths and weaknesses of the Superintendent's performance.

The annual evaluations shall be considered by the Board of Education 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 of Education from making the final determination regarding the renewal or nonrenewal of the Superintendent's contract.

LEGAL REFS: O.R.C. §3319.01

Adopted: September 20, 2011