

**SUPERINTENDENT EVALUATION**

At least annually, the Bonneville Joint School District No. 93 Board of Trustees shall conduct a written formal evaluation of the performance of the Superintendent in the year immediately preceding such evaluation, using standards and objectives developed by the Superintendent and Board, which are consistent with the District's mission and goal statements. Such evaluation shall be based on a systematic procedure that: (1) identifies strengths and areas requiring improvement; (2) acknowledges exceptional effort; (3) provides an opportunity for self-evaluation; and (4) develops a written record to meet legal requirements of due process.

**Guidelines**

A specific time, no later than the last day of December, shall be designated for a formal evaluation session.

1. The evaluation session discussion should:
  - a. Set and reinforce expectations for performance,
  - b. Recognize accomplishments,
  - c. Determine areas of focus for the future, and
  - d. Review progress in meeting professional growth goals.
2. Approved District and State assessments shall be the measures of growth in student achievement for evaluating the Superintendent.
3. A summative evaluation narrative shall be developed by the Board of Trustees after reviewing the Superintendent's self-evaluation of the eight areas of performance contained in the Superintendent Evaluation Form #6155F.
  - a. The written summative evaluation will indicate areas of exemplary performance, proficient performance, progressing performance, and not meeting standards.
  - b. The written evaluation shall be shared with the Superintendent.

Adopted	11-11-2006	Reviewed	Revised	03-12-2014
				03-11-2020
				12-09-2020

Legal Reference: Idaho Code § 33-513 Professional personnel  
 IDAPA 08.02.02.120 Local District Evaluation Policy – Instructional Staff and  
 Pupil Service Staff Certificate Holders  
Hancock v. Idaho Falls School District No. 91, No. CV-04-537-E-BLW, 2006  
 U.S. Dist. Ct. LEXIS 52243