

## **EVALUATION OF THE SUPERINTENDENT**

The Perry Board of Education, in recognition of its accountability to the people of Perry and its obligations under the statutes of the State of Oklahoma, shall conduct annual formal evaluations of the superintendent of Perry Public Schools. The evaluations shall be conducted toward the goal of improving Perry Public Schools through an improving superintendency.

Members of the board will first evaluate the superintendent independently, using an evaluation tool approved and adopted by the board for this purpose. The evaluation tool will be revised for the next year, as needed, soon after the superintendent's evaluation has been completed. This will allow a clear understanding between the superintendent and the board of the evaluation factors for the coming year.

The board may convene an executive session to discuss the assessments and to prepare a composite evaluation. Alternatively, a single board member may compile all rankings and comments into a composite evaluation document, then distribute it to the superintendent and the rest of the board members at least 24 hours prior to the superintendent's evaluation discussion. The composite evaluation will be discussed by the full board and the superintendent at a meeting scheduled for that purpose. Two copies of the evaluation will be signed by the superintendent and the board president. The superintendent will retain one copy and the other will be sealed in an envelope, which is labeled as the superintendent's evaluation for that specific year, and placed in the superintendent's personnel file in the human resources office.

Evaluation of the superintendent shall be conducted in such manner as to:

1. Provide positive and constructive feedback to the superintendent that will support and promote the superintendent's professional growth and development;
2. Help the board evaluate its work in planning the educational program in this community;
3. Strengthen the working relationship between the board and the superintendent by providing a comprehensive vehicle of communication.

The board reserves the right to conduct additional evaluations.

**REFERENCE: 70 O.S. §6-101.10**