

The board will conduct an annual, written formal evaluation of the work of the superintendent. The evaluation will indicate the strengths and weaknesses of the superintendent's job performance in the year immediately preceding the evaluation and set forth areas for improvement in the superintendent's job performance, if called for.

At least thirty-three percent (33%) of the evaluation results must be based on multiple objective measures of growth in student achievement as determined by the board of trustees and based upon research. Growth in student achievement as measured by Idaho's statewide assessment for federal accountability purposes must be included. This portion of the evaluation may be calculated using current and/or past year's data and may use one (1) or multiple years of data.

Progress toward the goals outlined in the district's strategic plan will be included in the superintendent's evaluation.

*The board should choose one of the following options:*

**OPTION A**

*In addition to the criteria specified above, the board will utilize the same standards and criteria used to evaluate principals to the extent possible to ensure that the superintendent is fairly and consistently evaluated.*

**OPTION B**

*In addition to the criteria specified above, the board will utilize the following accepted standards and criteria to ensure that the superintendent is fairly and consistently evaluated:*

*[Insert district superintendent evaluation standards and criteria.]*



**LEGAL REFERENCE:**

Idaho Code Sections

33-320 – Strategic Planning and Training

33-513 – Professional Personnel

IDAPA 08.02.02.121 – Local District Evaluation Policy – School Principal

**ADOPTED: JANUARY 14, 2015**

**AMENDED:**

*\*Language in text set forth in italics is optional.*