

## Management Relationship 2 – 4

### *Superintendent of Schools – Evaluation*

#### **Policy**

The Board of Education, School District No. 71 (Comox Valley) delegates the responsibility for the leadership and management of the district's schools to the Superintendent of Schools, as the Chief Executive Officer. In order to ensure that the Superintendent is discharging these responsibilities in a manner consistent with Board expectations and the Mission, Vision, and Guiding Principles, the board will formally evaluate the superintendent's performance on a regular basis according to the following guidelines.

#### **Guidelines**

The evaluation shall be based on any or all aspects of the job expectations as outlined in the District Management / Administrative Positions Duties and Responsibilities Board Policy.

1. The evaluation shall occur on at regular intervals, or as determined by the Board of Education after consultation with the Superintendent of Schools.
2. Evidence of performance quality may be obtained through:
  - a. surveys, interviews of Trustees, clients or staff;
  - b. examination of the quality of goal setting, the success of goal completion, and the effectiveness of goal outcomes;
  - c. examination of records reflecting successful completion of responsibilities assigned through Provincial Legislation, board policy, or directive; and other suitable means of data collection authorized by the Board of Education.