

**CLOVIS UNIFIED
SCHOOL DISTRICT****ADMINISTRATION
EVALUATION OF THE SUPERINTENDENT**

PURPOSE: To specify the procedures and timeline for the District Superintendent's evaluation.

The Board shall annually conduct a formal evaluation of the Superintendent's performance and may provide additional opportunities throughout the year to review the Superintendent's progress toward meeting established goals.

The purpose for the Superintendent's evaluation is to:

1. Clarify the Superintendent's function and responsibilities and to review the Superintendent's performance on a regular basis.
2. Identify areas of strengths and weaknesses and provide recommendations to improve performance and effectiveness.
3. Provide encouragement and commendation and improve job satisfaction of the Superintendent.
4. Enhance the Board's ability to monitor progress toward established goals and issues.
5. Provide a means for resolving conflicts.
6. Promote communication and strengthen working relationships between the Board and Superintendent.

The evaluation format shall be reasonably objective and may contain, but not be limited to, the following criteria:

1. Board-Superintendent relations.
2. Community relations.
3. Staff and personnel relations.
4. Educational program.
5. Business and financial matters.
6. Professional and leadership functions.
7. Student achievement.

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The Board shall develop with the Superintendent the specific format, criteria, and timeline for accomplishing the evaluation.

The Board shall meet in closed session with the Superintendent to discuss the evaluation. (Government Code 54957)

After the Board and Superintendent have discussed the evaluation, the Board President and Superintendent shall sign the evaluation and it shall be placed in the Superintendent's personnel file. The evaluation, including personal performance goals, shall be confidential to the extent permitted by law.

Adopted: 02/14/1990

Amended: 11/06/1991, 05/26/1993, 11/15/2000, 03/22/2006, 09/23/2020 (BP 1107 renumbered as BP 2140)

GOVERNMENT CODE

6254.8 Public Records Act; employment contracts

54957 Closed session, personnel matters

COURT DECISIONS

Versaci v. Superior Court, (2005) 127 Cal.App.4th 805

Duval v. Board of Trustees, (2001) 93 Cal.App.4th 902

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