

Nebo School District Board of Education

Policy CBG (Also AFB)

EVALUATION OF THE SUPERINTENDENT

In June of each year, or as soon thereafter as practicable, the Board will devote a personnel session to an evaluation of the Superintendent's performance.

Following this evaluation in even numbered years, the Board may notify the Superintendent of its intent to renew his appointment upon the expiration of his current appointment. If the Board declines to do so, the Superintendent will have one year remaining on his current appointment, during which time he may improve his performance, find himself a position elsewhere, or retire. If, in the opinion of the Board, the Superintendent improves his performance during the one year period, the Board may renew his appointment in June of the odd numbered years as provided for in Utah Statute. Such reappointment would occur after the Board's annual evaluation of the Superintendent's performance.

Decision on intent to renew the current appointment in even numbered years will be made at the first regular Board meeting in July or as soon thereafter as practicable. If the Board fails to act on the intent to renew by October 1, it will be assumed that the Board intends to renew the current appointment.

Date: 7/78

Nebo School District Board of Education

Exhibit CBG-E

EVALUATION OF THE SUPERINTENDENT

Instructions: At the personnel session to evaluate the Superintendent (see policy CBG), each Board Member will assign a letter grade from A (highest) to F (lowest) to each of the 21 factors listed below. These separate grades will be plotted on the graph to provide a composite Board view of the Superintendent's performance. The composite results will provide a guide as to whether or not the Superintendent is to be rewarded with an extension of contract and/or advised as to areas where improvements in performance are to be expected during the time remaining on the present contract.

Letter Rating Factors

A B C D F 1. Excellent health

A B C D F 2. High moral character

A B C D F 3. Pleasing personal appearance

A B C D F 4. Proper degree of confidence and idealism

A B C D F 5. Good judgment, common sense, and perception

A B C D F 6. Sound philosophy of education and its role in life

A B C D F 7. Deep belief that the schools are operated for the benefit of the children and the adults enrolled in them not for boards, administrators, teachers, or parents

A B C D F 8. Broad administrative experience, preferably in medium or large-size school system(s)

A B C D F 9. Varied accomplishments

A B C D F 10. Demonstrated ability to make decisions promptly and correctly

A B C D F 11. Proven ability to lead and to shoulder responsibility

A B C D F 12. Aggressive about upgrading the public school system

A B C D F 13. Pronounced interest in improving instruction

A B C D F 14. Open minded about the many changes facing public

A B C D F 15. Ability to organize effectively and to plan ahead to meet the school system's problems

A B C D F 16. Competence in business management; personnel administration; plant operation and maintenance; and personal, community, and press relations

A B C D F 17. Appreciation of need for close working relationships with teachers and Board members and the general public and agencies in a position to improve public education

A B C D F 18. Unquestioned courage, integrity, and honesty

A B C D F 19. Ability to face controversy, to remain true to convictions, and to live with a high-pressure job

A B C D F 20. Ability to delegate authority and to expedite

A B C D F 21. Ability to speak and write acceptably

Cumulative Rating By All Board Members																					
A	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
B																					
C										R											

