

GOVERNANCE**SUPERINTENDENT PERFORMANCE EVALUATION****I. PURPOSE**

The purpose of this policy and regulation is to prescribe how the Ohio County Board of Education will annually evaluate the performance of its superintendent in accordance with WV Code §18-4-6 and the process authorized pursuant to West Virginia Board of Education Policy 5309.

The Ohio County Board of Education is not required to evaluate an interim superintendent serving pursuant to WV Code §18-4-1, but may choose to do so by a majority vote.

.. EVALUATION PROCESS

The process for annual evaluation of the superintendent of Ohio County Schools and submitted to the state superintendent for approval follows. This process shall be utilized upon approval until such time as the State Board authorizes or requires the county board to employ a different process.

- A. The Ohio County Board of Education and the superintendent shall annually, before September 15, establish written goals or objectives for the superintendent to accomplish. Each goal and objective shall include a specific time line for completion. The time line need not be the same for each goal or objective, and the time line for any goal or objective may extend beyond the end of the then current school year.
- B. If the Ohio County Board of Education and the superintendent are unable to agree on the goals and objectives, the parties shall request that the Director of RESA 6 or designee serve as a facilitator/mediator in the disagreement.
- C. The Ohio County Board of Education shall, annually, before June 30, assess the superintendent's achievement of the written goals or objectives, except that the assessment shall be made before March 1 in the year the superintendent's contract expires.

- D. The Ohio County Board of Education shall, annually, before June 30, evaluate the superintendent's success in improving student achievement generally across the county and specifically as it relates to the management and administration of low performing schools, except that this evaluation shall be made before March 1 in the year the superintendent's contract expires. Data shall be provided by the superintendent to the Board in order to assess this indicator.
- E. The Ohio County Board of Education shall evaluate the superintendent's performance in executive session, and thereafter make available to the public through the board president a general statement about the evaluation process and overall result. The board will arrive at the general statement about the result and the overall result by a majority vote.
- F. Additional information about the evaluation may be released only by mutual consent of the superintendent and Ohio County Board of Education.

III. ADDITIONAL PROCESS CRITERIA

In addition to the required process criteria, the process by which the Ohio County Board of Education annually evaluates the performance of the superintendent may include these features:

- A. The objective performance evaluation of the superintendent to be completed annually, before June 30, shall assess the superintendent's performance in the areas of leadership, policy, and governance, community relations, organizational management, curriculum development, personnel relations, and technology. Assessment of these areas will be made with ratings in each area to be assigned on a scale of 1 (strongly agree) to 6 (strongly disagree). This assessment shall be made before March 1 during the year in which the superintendent's contract expires.
- B. The Ohio County Board of Education reserves the right to assess annually, before June 30, the superintendent's performance of any of the other duties of the chief executive officer of the board as delineated in the superintendent's contract or other written agreement with the county board, and the degree to which the

superintendent keeps the county board continuously apprised of any issues that affect the board or its schools, programs and initiatives (WV Code §18-4-10(9)).

- C. The process may, with the consent of the superintendent who is to be evaluated, incorporate input from other parties about the superintendent's performance, such as citizens and school employees. However, such input shall be used only to inform the board in its evaluation of the superintendent.

IV. USE OF EVALUATION RESULTS

The Ohio County Board of Education may use the results of its evaluation of the superintendent's performance to determine whether to offer the superintendent a new contract and the level of compensation or benefits to offer the superintendent in any new contract.

REGULATION REVIEWED: October 24, 2013

REGULATION REVIEWED: November 10, 2010

REGULATION REVISED: August 9, 2004

REGULATION ADOPTED: October 24, 1994

OHIO COUNTY BOARD OF EDUCATION