

**\*ORANGE TEXT REFLECTS FEEDBACK FROM THE 1/28/21 SCHOOL BOARD WORK SESSION.**

**EVALUATION OF THE SUPERINTENDENT**

It is the responsibility of the School Board to maintain and improve the quality of administration and instruction. One of the primary methods used in carrying out this responsibility is to work with the Superintendent in improving his or her effectiveness.

Annually, the Superintendent ~~will~~ provides ~~to~~ the School Board ~~with a work plan~~ Areas of Focus for the academic year designed to implement the Strategic Plan's ~~and its~~ goals set for the ~~division~~ Division by the School Board. The Board ~~will~~ formally evaluates the Superintendent each year ~~through the use in~~ accordance with the most recent, Board-approved version of the Superintendent's Evaluation Procedures. ~~of a This~~ jointly ~~agreeable~~ ~~agreed-upon~~ developed instrument:

- Is based on the Virginia Board of Education's (VBOE's) Guide for Uniform Performance Standards and Evaluation Criteria for Superintendents; —which adequately
- Measures the accomplishments under the ~~work plan and~~ Areas of Focus for the academic year and the Superintendent's evaluation goals;
- Includes student academic progress as a significant component;
- Identifies areas of individual strengths and opportunities for growth;
- Includes recommendations for appropriate professional activities; and
- Provides an overall summative rating.

The formal evaluation ~~will be~~ is provided to the Superintendent ~~each July at least by the last scheduled Board meeting in each calendar year.~~ In addition, a mid-year evaluation is conducted as an opportunity for the Superintendent to provide the Board with a progress update. Informal evaluations may also take place as the Board deems appropriate, provided that ~~specific~~ the criteria for such appraisals are consistent with the Strategic Plan and the Superintendent's Evaluation Procedures and agreed to by the Superintendent.

Each ~~board~~ Board member ~~Member~~ will be is involved in assessing the Superintendent's job performance on a continuing basis and by completing the formal evaluation instrument. Upon conclusion of the annual performance appraisal, the evaluation ~~will be~~ is reviewed with the Superintendent by the Board or its designees.

The Superintendent's Evaluation Procedures are posted on the ACPS website.

Adopted: October 24, 1996  
Amended: July 6, 2000  
Amended: October 7, 2004  
Amended: September 4, 2014  
Amended: June 18, 2015  
Amended:

Legal Refs.: Code of Virginia, 1950, as amended, §§ 22.1-60.1, 22.1-253.13:5.

[Guidelines for Uniform Performance Standards and Evaluation Criteria for Superintendents \(Virginia Board of Education, as revised on July 23, 2015\). Board of Education Guidelines for Uniform Performance Standards and Evaluation Criteria for Superintendents](#)

[Cross Refs.: CBA Qualifications and Duties for the Superintendent](#)

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