

~~The Transylvania County Board of Education shall evaluate and assess the performance of the superintendent at least once each year using an approved summative assessment document. The evaluation(s) shall relate to the duties and responsibilities of the superintendent and progress toward clearly articulated expectations. The "Operational Results" section of the document will reflect the goals established by the Board of Education for the superintendent annually.~~

~~The superintendent shall complete a self assessment using the approved self assessment document by the July board meeting each year and submit same to the board chair who will in turn provide to members of the Board of Education. By the first regular meeting in August, the board chair and vice chair (or designated board member) shall conference with the superintendent for a thorough understanding of the superintendent's self assessment. The superintendent shall have the opportunity to provide documentation for any item in question.~~

~~The board chair shall facilitate gathering input from the Board of Education for the evaluation of the superintendent using the approved summative assessment document. The meeting for this purpose will be held in closed session. The board chair and vice chair (or designated board member) shall compile a consensus evaluation of the superintendent based on individual input from board members and information gathered from the self assessment conference with the superintendent.~~

~~At the second regular meeting in August, the board chair and vice chair (or designated board member) shall meet with the superintendent to discuss the Board of Education's consensus agreement. The conference will include the board chair and vice chair (or designated board member) articulating a suggested focus for each criteria area and an agreement with the superintendent as to a major focus for professional growth.~~

~~If the performance of the superintendent is deemed unsatisfactory in any respect, the Board of Education shall describe, in writing, specific instances of unsatisfactory performance and make recommendations for improvement.~~

~~A copy of the summative assessment shall be given to the superintendent. If the superintendent disagrees with such evaluation, he may respond in writing to the Board of Education.~~

~~Upon the conclusion of the summative assessment process, the Board of Education may, if it so chooses, determine whether any changes in the compensation and benefits of the superintendent for the next fiscal year are warranted.~~

~~The summative assessment and any written response shall become a part of the superintendent's confidential personnel file.~~

~~APPROVED BY BOARD
AND EFFECTIVE 6/19/00~~