Millwood Public Schools **6724 Martin L. King** **Oklahoma City, OK 73111**	**Policy: C-01** **Adopted: 6/28/84** **Revised: 11/07/94 3/2/09**

EVALUATION OF SUPERINTENDENT

The evaluation process shall have as its overall purpose the assessment of the effectiveness of the Board and the Superintendent and his/her staff in meeting the needs of the district.

Evaluations will be scheduled at least semi-annually. One meeting will be conducted during the first semester to review and discuss the working relationship between the Board and the Superintendent. During the second half of the school year, the Board shall devote all or part of a board meeting to the review of the District's performance during the current school year and to develop goals and objectives for the ensuing school year.

Evaluation will be conducted by the Board as a whole. Judgements are to be as objective as possible, supported by rationale.

The Board shall adopt a form for the evaluation of the Superintendent. The Board will take such action after receiving recommendations, if any, from the Superintendent as to the appropriateness of the form. In the event the Board does not adopt an evaluation form, the evaluation form used for the preceding fiscal year shall remain in effect.

Areas or standards to be evaluated:

1. Leadership and District Culture
2. Values and Ethics of Leadership
3. Curriculum Development and Instructional Leadership
4. Policy and Governance
5. Organizational Management
6. Communications and Community Relations
7. Human Resources Management and Labor Relations

The time limits set forth in this policy are directory in nature and, in the event circumstances preclude action on or before the times provided, the Board and Superintendent shall make good faith efforts to take action as soon as possible. With the approval of the Board President, the Superintendent shall be responsible for calling meetings and placing items on agendas in accordance with the requirements of this policy. To the extent provided by law and unless otherwise directed by the Board, it shall conduct the matters set forth above in executive session.