

Board Policy**Descriptor Code: CEI****Superintendent Evaluation**

The Board shall annually evaluate the performance of the Superintendent in accordance with O.C.G.A. 20-2-210 and regulations, if any, adopted by the State Board of Education. The evaluation format will be that promulgated by the State Board of Education or by an instrument mutually agreed upon by the Superintendent and the Board. The Board shall provide evaluative feedback and establish performance criteria which can be used constructively by the superintendent during the subsequent employment year. All aspects of such discussions shall be treated confidentially by the Board and the Superintendent. Such discussions shall be held in Executive Session so long as such Executive Session does not violate the statutes of the State of Georgia.

Evaluations of the Superintendent shall be conducted in such a manner as to:

1. Assess the Superintendent's fulfillment of the expectations of the school Board and all requirements under the statutes of the State of Georgia.
2. Clarify the expectations of the School Board.
3. Assist the Superintendent toward personal and professional growth.
4. Foster trust and communication between the Superintendent and the School Board.
5. Cite strengths and deficiencies in the performance of the Superintendent.
6. Allow the Superintendent to respond to the completed evaluation.

ADOPTED: April 19, 2004

MUSCOGEE COUNTY BOARD OF EDUCATION