

Section 1-8.3. Evaluation of the Superintendent; what is included in the evaluation; informal evaluations allowed; evaluation reviewed in a closed meeting. — A. It is the responsibility of the School Board to maintain and improve the quality of administration and instruction in Suffolk Public Schools. One of the primary methods used in carrying out this responsibility is to work cooperatively with the superintendent of schools in improving the superintendent's effectiveness.

Annually, the superintendent of schools will provide to the School Board a work plan designed to implement the goals set for the division by the School Board. The School Board shall evaluate the superintendent after consulting the uniform performance standards and criteria developed by the Board of Education and the superintendent.

B. The superintendent's evaluations include: ~~will include student academic progress as a significant component and an overall summative rating. Evaluations include identification of areas of individual strengths and weaknesses and recommendations for appropriate professional activities.~~

- (i) Student academic progress as a significant component
- (ii) An overall summative rating
- (iii) Identification of areas of individual strengths and weaknesses
- (iv) Recommendations for appropriate professional activities
- (v) An evaluation of cultural competency

C. Informal evaluations may also take place as the Board deems appropriate, provided that specific criteria for such appraisals be communicated to the superintendent.

D. Each School Board member will be involved in assessing the superintendent's job performance on a continuing basis and by completing the annual evaluation instrument. Upon conclusion of the annual appraisal, the evaluation will be reviewed with the superintendent in a closed meeting of the School Board. Superintendent evaluations are consistent with the performance standards included in the Guidelines for Uniform Performance Standards and Evaluation Criteria for Superintendents. (Adopted: November 10, 1994; Revised March 14, 2013; Ordinance 12/13-3; Effective Date July 1, 2013; Revised April 14, 2016; Ordinance 15/16-10; Effective Date: July 1, 2016; Revised July 12, 2018; Ordinance Number 18/19-3; Effective Date: July 12, 2018; Ordinance 22/23-29, Revised/Effective: February 9, 2023)

Legal Authority - Virginia Code §§ ~~22.1-253.13:7.C.2~~ 22.1-253.13:5 and 22.1-60.1 (1950), as amended. Guidelines for Uniform Performance Standards and Evaluation Criteria for Superintendents (Virginia Board of Education, as approved on March 17, 2022).