

EVALUATION OF THE SUPERINTENDENT

It is the responsibility of the Essex County 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 the superintendent's effectiveness.

Annually, the superintendent provides the Essex County School Board with a work plan designed to implement the goals set for the division by the Essex County School Board. The Essex County School Board evaluates the superintendent annually. The Essex County School Board develops the instrument to evaluate the superintendent after consulting the uniform performance standards and criteria developed by the Board of Education and the superintendent. The superintendent's evaluations include:

- Student academic progress as a significant component
- An overall summative rating
- Identification of areas of individual strengths and weaknesses
- Recommendations for appropriate professional activities
- An evaluation of cultural competency

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

Each Essex County School Board member is involved in assessing the superintendent's job performance on a continuing basis and by completing the annual evaluation instrument. Upon conclusion of the annual performance appraisal, the evaluation is reviewed with the superintendent by the Essex County School Board or its designees.

Adopted: April 9, 2012
 Revised: November 10, 2014
 July 12, 2021
 May 8, 2023

Legal Ref.: 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 approved on March 17, 2022),

Cross Ref.: CBA Qualifications and Duties for the Superintendent

