



Book	POLICY MANUAL
Section	200 ADMINISTRATION
Title	ADMINISTRATION STAFF EVALUATIONS
Code	225.1
Status	Active
Adopted	October 23, 2006
Last Revised	March 17, 2025
Last Reviewed	August 9, 2021
Prior Revised Dates	4/12/2021

The Superintendent and other licensed administrators in the District shall receive a written evaluation at the end of their first year of employment and at least every third year thereafter. If an administrator's employment contract requires more frequent evaluations and/or particular types of evaluation(s), the administrator and the applicable evaluator(s) shall adhere to those additional contractual requirements. All principals shall be evaluated in substantial and material compliance with the educator effectiveness evaluation system for principals that the District implements pursuant to state law.

The School Board shall be responsible for the Superintendent's evaluation, including determining the specific criteria and procedures it will use in assessing the Superintendent's performance. The School Board President shall work with the Superintendent to ensure that sufficient meetings are scheduled so that the evaluation process can reach its conclusion in a timely fashion.

The Superintendent shall be responsible for the evaluation of other administrators in the District and shall either perform those evaluations himself/herself or shall direct that those evaluations be performed by other persons who have the training, knowledge and skills necessary to evaluate licensed administrative personnel. The School Board delegates to the Superintendent the responsibility for defining and implementing a systematic program of evaluation for other administrative staff covered by this policy. The Superintendent shall inform the School Board of any significant changes to the District's administrative staff evaluation processes as implemented under this policy.

Legal	Section 115.415 [educator effectiveness evaluation requirements applicable to principals] Section 118.24 [school administrators; administrator contracts] Section 120.12(2m) [school board duty to evaluate principals using DPI-developed educator effectiveness evaluation system or equivalency evaluation process] Section 121.02(1)(a) [verification of licensure] Section 121.02(1)(b) [professional development of employees] Section 121.02(1)(g) [evaluation of licensed staff] PI 8.01(2)(a) [annual certification to DPI of administrator's current license] PI 8.01(2)(g) [evaluation of licensed staff] PI 34.003 [DPI's administrator standards] PI 47 [equivalency process for educator effectiveness evaluation; principals and teachers]
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