EVALUATION OF THE SUPERINTENDENT

It is the responsibility of the Alexandria City School Board (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 Board with a work plan designed to implement the Strategic Plan's goals set for the Division by the Board. The Board formally evaluates the Superintendent each year in accordance with the most recent, Board-approved version of the *Superintendent's Evaluation Procedures*. This jointly developed instrument:

- Is based on the Virginia Board of Education's (VBOE's) *Guide for Uniform Performance Standards and Evaluation Criteria for Superintendents*;
- Measures accomplishments under the work plan and the Superintendent's evaluation goals;
- Includes student academic progress as a significant component;
- Identifies areas of individual strengths and opportunities for growth;
- Includes recommendations for appropriate professional activities;
- An evaluation of cultural competency; and
- Provides an overall summative rating.

The formal evaluation is provided to the Superintendent each July. In addition, an ongoing two-way dialog, including a mid-year evaluation is conducted as an opportunity for the Superintendent to provide the Board with progress updates throughout the year.

Informal evaluations may also take place as the Board deems appropriate, provided that the criteria for such appraisals are consistent with the Strategic Plan and the *Superintendent's Evaluation Procedures* and agreed to by the Superintendent.

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

Adopted:	October 24, 1996
Amended:	July 6, 2000
Amended:	October 7, 2004
Amended:	September 4, 2014
Amended:	June 18, 2015
Amended:	February 18, 2021

Legal Refs.:   Code of Virginia, 1950, as amended, §§ 22.1-60.1, 22.1-253.13:5.

46			
47		*Guidelines for Uniform Performance Standards and Evaluation*	
48		*Criteria for Superintendents* (Virginia Board of Education, as revised	
49		on March 17, 2022).	
50			
51	Cross Ref.:	CBA	Qualifications and Duties for the Superintendent

EVALUATION OF THE SUPERINTENDENT

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Annually, the Superintendent provides the ~~School~~ Board with a work plan ~~Areas of Focus for the academic year~~ designed to implement the Strategic Plan's goals set for the Division by the ~~School~~ Board. The Board formally evaluates the Superintendent each year in accordance with the most recent, Board-approved version of the *Superintendent's Evaluation Procedures*. This jointly developed instrument:

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~~The *Superintendent's Evaluation Procedures* are posted on the ACPS website.~~

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Commented [1]: Notes 5-26:
-cultural competency standard set by the state

Commented [2]: The VSBA model policy says "work plan" which would seem to be more detailed and specific than 'Areas of Focus'.

Commented [3]: In application for this year it would become the Division Priorities and the Priority Improvement Plans, but sticking to VSBA language in policy allows for organizational language to ebb and flow while still aligned to policy

Commented [4]: The model policy says this needs to be developed which ACPS has done, so this is in the spirit of the model policy.

Commented [5]: same adjustment to VSBA language

Commented [6]: Policy updated to reflect requirement of HB 1904/SB 1196 (2021).

Commented [7]: Made some suggested revisions which stick with the core model policy but add additional details.

Commented [8]: ESB is considered part of the ACPS website (for policy purposes) so that's fine. It shows up on various meeting agendas so there is sufficient transparency.

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48		*Guidelines for Uniform Performance Standards and Evaluation*
49		*Criteria for Superintendents* (Virginia Board of Education, as revised
50		on March 17, 2022~~November 13, 2019~~~~July 23, 2015~~).
51		
52	Cross Ref.:	CBA Qualifications and Duties for the Superintendent