

Statement of Purpose

The Grand Rapids Public Schools Board of Education is required by law to annually evaluate the Superintendent's job performance using a state approved evaluation tool. In addition to this requirement, the Board seeks to establish parameters which will assist in determining the Superintendent's compensation and length of employment.

The Superintendent and the Board shall work collaboratively to determine the agreed upon goals, outcomes, and measures. The parameters for the evaluation shall include but are not limited to the following categories:

- a. Student Growth and Achievement (required by law)
- b. Evaluations of & Administrators (required by law)
- c. Student Attendance (required by law)
- d. Student/Parent/Teacher Feedback (required by law)
- e. Progress Toward the School Improvement Plan (required by law)

If the Superintendent is rated highly effective on three consecutive annual year-end evaluations, the Superintendent shall be evaluated biennially instead of annually.

Timeline

Beginning in January 2019, the Superintendent will be evaluated from January to December.

- ◆ January/February – Board and Superintendent will develop goals for the performance of the district.
- ◆ March/April – Vice President of the Board and Superintendent establish indicators of success to be utilized in the measurement portion of the evaluation.
- ◆ March/April – The indicators of success presented to the Board and Superintendent for final approval.
- ◆ May/June – Board and Superintendent hold an informal session to review progress on the goals.
- ◆ June/July – Board and Superintendent hold a work session to review progress. (If new Board members: Review the process, goals, indicators and evaluation tool.)

## Section 2000 – General School Administration

2250 Superintendent Evaluation

2250-2

- ◆ November/December – Board formally evaluates the Superintendent prior to the winter break in December.

Approved: June 29, 2009

Revised: July 15, 2013

December 15, 2014

May 7, 2018

LEGAL REF: MCL 380.1249b