

PROCEDURES FOR APPRAISAL OF SUPERINTENDENT

The Board shall establish an annual calendar providing for the following activities, in which both the Board and the Superintendent shall participate:

1. Procedures for setting goals that define expectations and set priorities for the Superintendent.
2. Formative conference.
3. Summative conference.

The Superintendent shall be involved in developing, selecting, or revising the appraisal instrument and process.

19 TAC 150.1022

Student performance shall be a part of locally developed appraisal instruments for Superintendents as specified in Education Code 39.054.

19 TAC 150.1022 (e)

A student performance domain shall be included in the appraisal of the Superintendent as follows: “The Superintendent promotes improvement of the performance of students in the School through activities such as comparing disaggregated student performance results to state accountability standards and to prior year performance.”

The domains and descriptors used to evaluate the Superintendent may also include:

Educational Leadership:

- Instructional Management
- Student Services Management
- Staff Development and Professional Growth District Management:
- Facilities and Operation
- Fiscal Management
- Human Resources Management Board and Community Relations:
- Board Relations
- Community Relations

In developing the appraisal instrument, the Board shall use the Superintendent’s job description as applicable.

19 TAC 150.1021

Before conducting the Superintendent’s appraisal, Board members shall have evidence of training in appropriate personnel evaluation skills related to the locally established criteria and process.

The School, with approval of the Board, may select the Commissioner-recommended student performance domain for the Superintendent or may develop an alternative process in consultation with the District Level Committee and adopted by the Board. If the School uses the Commissioner-recommended student performance domain, it shall meet the following requirements:

1. The Superintendent shall be required to attend an orientation approved by the Commissioner;
2. The results on the Commissioner-recommended student performance domain shall be incorporated into the local appraisal instrument;
3. The results on the Commissioner-recommended student performance domain shall be a primary consideration of the Board in evaluating the Superintendent; and
4. For a Superintendent new to the School, the results from the Commissioner-recommended student performance domain shall be on a “report only” basis during the first year. Dropout and attendance data for the Superintendent shall be on a “report only” basis for the first two years.

19 TAC 150.1022