Evaluation of the Superintendent

The board will establish evaluative criteria and will be responsible for evaluating the performance of the superintendent.

The superintendent will have the opportunity for confidential conferences with the board members, for the purpose of aiding the superintendent in their performance. The board, on the basis of the evaluation, may vote to extend the superintendent's contract for periods not to exceed three years. In the event of an unsatisfactory evaluation, the board may review the superintendent's contract regarding termination provisions.

Pursuant to state law, RCW 28a.150.230, names the school board as responsible "to adopt policies to: (a) Establish performance criteria and an evaluation process for its superintendent…" and through RCW 42.30.110(g) dictates the use of executive sessions for evaluating the performance of public employees.

WSSDA provides a goal-centered model and a standards-based model to support the effective evaluation of the superintendent.

Classification: **Critical**

Adoption Date: June 17, 1999
Revised: July 17, 2014
Revised: November 6, 2025
Revised: November 12, 2026

Legal References:

- RCW 28A.400.010 Employment of superintendent - Superintendents qualifications, general powers, term, contract renewal
- WSSDA Superintendent Evaluation

Management Resources:

- 2025 - October Issue
- 2013 - December Issue