

**SCHOOL SUPERINTENDENT - EVALUATION**

The Superintendent will be evaluated on an annual basis at a time mutually agreed upon between the Superintendent and the Board of Directors.

Such evaluation will take the form of a written evaluation using a mutually agreed upon instrument. A Superintendent new to the district will have a summative evaluation based upon the six (6) Iowa Standards for School Leaders (ISSL) during his/her first year at a time mutually agreed upon between the Superintendent and the Board of Directors. After the initial summative evaluation, an annual formative assessment based upon the Superintendent's Individual Professional Development Plan will be conducted annually. This formative assessment may also be used in conjunction with an oral assessment if either the Superintendent or Board of Directors chooses to discuss superintendent/board relationships as well as the Superintendent's personal performance

The written formative assessment, as well as the three-year summative evaluation, will be filed in the Superintendent's personnel folder.

LEGAL REFERENCE: Wedergren V. Board of Directors, 307 N.W. 2d12 Iowa Code  
SS 279.8,,20,,23,,23A (2003) Iowa 1981  
Cross Reference 212 Closed Sessions

DATE OF ADOPTION: September 21, 1989

DATE OF REVIEW: November 15, 2004

DATE OF REVISION: December 17, 2007

MAQUOKETA VALLEY COMMUNITY SCHOOL DISTRICT  
DELHI, IOWA 52223