

## ADMINISTRATOR EVALUATION

The Superintendent of Schools shall conduct an annual evaluation of the building level Principals and Director of School Improvement for the purpose of assisting the administrator in making continuous improvement, documenting continued competence in the Iowa Standards for School Leaders or to determine whether the administrators practice meets school district expectations. This evaluation shall include at a minimum but not exclusive to:

1. An assessment of the administrator's competence in meeting the Iowa Standards for School Administrators including:
  - Shared Vision
  - Culture of Learning
  - Management
  - Family and Community
  - Ethics
  - Societal Context
  
2. Goals of the administrator's professional development plan which may include supporting documents or artifacts that are aligned to the Iowa Standards for School Administrators and the individual administrator's professional development plan. The administrators individual professional development plan shall be aligned, as appropriate but not exclusive to, the Iowa Standards for School Administrators and the student achievement goals of the attendance center and the school district as set forth in the districts comprehensive school improvement plan.

It is the responsibility of the Superintendent to conduct a formal evaluation of the probationary administrators prior to May 15<sup>th</sup>.

This policy does not preclude the ongoing informal evaluation of the administrator's skill's, ability and competence.

LEGAL REFERENCE: Iowa Code 281 – 83.11 (284A), 284A.6(2), 284A.6(3), 284A.7, 279.8, .21-.23A (2005); 281 I.A.C. 12.3(4)

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