

Superintendent Performance Plan

Following the NASB Superintendent Protocol and Procedures for an effective evaluation process is one fundamental step in the roles and responsibilities of the leadership team. Working in collaboration, the board and superintendent will then identify and establish a Performance Plan to support his/her professional growth. Utilizing the performance plan, the board ensures open communication so that the superintendent:

- Receives direction in a format that is understandable, measurable, concrete, and that documents accountability
- Understands the expectations of the board
- Recognizes how he/she may be accountable to the board
- Ensures personal and professional growth in his/her role as superintendent
- Assured of timely and appropriate review and feedback from the board
- Enabled to provide proper documentation to support progress and success

Through this open and clear framework, the board ensures an open and clear understanding of expectations. Communication or lack of is predominantly the common criteria lacking in an effective evaluation process. The board completes the evaluation, but unfortunately, this is the stopping point. Follow through will ensure the success of the superintendent and the board.

Note: The Performance Plan should be reviewed and updated throughout the year to assess progress and success. Modifications should only be made if the board/superintendent discuss and agree upon appropriate changes.