

EVALUATION OF THE SUPERINTENDENT

Performance Appraisal is a critical responsibility of the Albemarle County School Board (“School Board”) and focus on providing frequent feedback is an important priority. The School Board and Superintendent work in partnership to carry out the Albemarle County Public Schools’ (“ACPS”) mission, goal, objectives, and strategic priorities.

It is the responsibility of the School Board to maintain and improve the quality of administration and instruction. One of the primary methods used in carrying out this responsibility is to work with the Superintendent in improving the Superintendent’s effectiveness.

On an annual basis, the Superintendent provides the School Board with a work plan designed to implement the goals set for the ACPS by the School Board against which the School Board will evaluate the Superintendent performance. The School Board establishes the criteria by which to evaluate the Superintendent after consulting the uniform performance standards and criteria developed by the Board of Education and the Superintendent. The Superintendent’s evaluation includes student academic progress as a significant component and an overall summative rating. Evaluations include identification of areas of individual strengths and weaknesses and recommendations for appropriate professional activities. Informal evaluations may also take place as the School Board deems appropriate, provided that specific criteria for such appraisals are communicated to the Superintendent in advance of any such appraisal.

Each School Board member is involved in assessing the Superintendent's job performance on a continuing basis and by completing the annual evaluation. Upon conclusion of the annual performance appraisal, the evaluation is reviewed with the superintendent by the School Board or its designees.

The appraisal documents and overall assessment criteria will be retained by the Clerk of the School Board, and converted into digital tools for use by the School Board and Superintendent.

Adopted: April 28, 2022
Equity Review: April 28, 2022

Legal Refs.: Code of Virginia, 1950, as amended, §§ 22.1-60.1, 22.1-253.13:5

Guidelines for Uniform Performance Standards and Evaluation Criteria Superintendents (Virginia Board of Education, as revised on November 13, 2019)