

JERSEY CITY BOARD OF EDUCATION
Jersey City, New Jersey

FILE CODE: 2131

 X Monitored

 X Mandated

 X Other Reasons

Policy

SUPERINTENDENT

The Jersey City Board of Education, in compliance with state law, will evaluate the superintendent at least annually. Every newly appointed or elected board member shall complete the New Jersey School Boards Association's training program on evaluation of the superintendent within six months of commencement of his/her term of office. The purpose of the evaluation shall be:

- A. To promote professional excellence and improve the skills of the superintendent;
- B. To improve the quality of the education received by the students served by the public schools of the district;
- C. To provide a basis for the review of the job performance of the superintendent.

The role and responsibility of the board in this evaluation shall be:

- A. To review, revise and adopt procedures suggested by the superintendent for implementation of this policy;
- B. To determine whether the services of a qualified consultant will contribute substantially to the evaluation process, and to engage such a consultant if the board deems it desirable;
- C. To adopt an individual plan for professional growth and development of the superintendent based in part upon any needs identified in the evaluation. This plan shall reflect contributions by both the board and the superintendent. The duration of the plan will be three to five years, depending on the superintendent's contract with the school district;
- D. To hold an annual summary conference between a majority of the full membership of the board and the superintendent. This conference shall include a review of the superintendent's performance in terms of his/her job description;
- E. To adopt, by July 1, subsequent to the annual summary conference, an annual written performance report, approved by a majority of the full membership of the board. This report shall include:
 - 1. Performance areas of strength;
 - 2. Performance areas needing improvement based upon the job description and evaluation criteria set forth below;
 - 3. Recommendations for professional growth and development;
 - 4. A summary of available indicators of student progress and growth and a statement of how these available indicators relate to the effectiveness of the overall program and the performance of the superintendent;
 - 5. Provision for performance data which have not been included in the report prepared by the board of education to be entered into the record by the superintendent within 10 working days after the completion of the report.

The role and responsibility of the superintendent shall be to provide information and propose procedures for:

- A. Development of a job description and evaluation criteria, based upon the district's local goals, program objectives, policies, instructional priorities, state goals, statutory requirements, and the functions, duties

SUPERINTENDENT (continued)

- and responsibilities of the superintendent. The evaluation criteria shall include but not be limited to available indicators of student progress;
- B. Specification of methods of data collection and reporting appropriate to the job description;
 - C. Design of evaluation instruments suited to reviewing the superintendent's performance based upon the job description;
 - D. Establishing an evaluation calendar to include a date for the annual conference and including appropriate information to allow proper consideration of all the items to be included in the subsequent written performance report;
 - E. After the board's adoption of the annual written performance report, to provide all other appropriate information relative to evaluation of his/her performance not contained in the report;
 - F. Preparation and review of the Professional Growth Plan for the administrator's professional development.

Annual Evaluation of the Superintendent

The superintendent is critical in implementing educational goals, vision and direction of the school board and community. Two of the most significant responsibilities of the board of education are the hiring of a superintendent and annually reviewing the performance of the superintendent in implementing the district's educational goals, vision and direction. The employment and evaluation of the superintendent is the central role of the board of education and the relationship between both parties must be marked by understanding of, and mutual respect for their respective and distinct policy-setting and managerial responsibilities. The purpose of the board of education's annual evaluation of the superintendent is to promote professional excellence and improve the skills of the superintendent; improve the quality of the education received by the pupils served by the public schools; provide a basis for review of the performance of the superintendent; and improve communications between the board and the superintendent.

Accordingly, the board of education shall evaluate the performance of the superintendent at least once a year. Each evaluation shall be in writing, a copy shall be provided to the superintendent and the superintendent and the board shall meet to discuss the findings. The evaluations shall be based upon the goals and objectives of the district; the responsibilities of the superintendent; and such other criteria as the State Board of Education shall by regulation prescribe. Any contract entered into pursuant to N.J.S.A. 18A:17-15 shall provide for an evaluation pursuant to this section and may provide for additional evaluation criteria or procedures which shall not be inconsistent with the regulations of the State board.

The New Jersey School Boards Association has established a training program for local school board members on the evaluation of superintendents. As required by law, every newly appointed or elected school board member shall complete the training program within six months of commencement of his term of office.

General

The policy shall be delivered to the superintendent upon adoption. Amendments to the policy shall be distributed within 10 working days after adoption. The entire evaluation procedure shall be completed by a date consistent with statute and code.

Adopted:	March 13, 2008
Adopted:	January 20, 2011 (formerly file code 9500 Annual Superintendent Evaluation)
NJSBA Review/Update:	February 2013
Readopted:	October 17, 2013

SUPERINTENDENT (continued)

Key Words

Superintendent Evaluation, Superintendent Job Description, CSA, Superintendent, Evaluation

See Regulation Manual:

AR-1 Action Form Process

Legal References:

NOTE: These legal references pertain primarily to the superintendent's employment and evaluation. Many specific responsibilities are assigned by other statutes and administrative code regulations.

<u>N.J.S.A.</u> 18A:4-15	General rule-making power
<u>N.J.S.A.</u> 18A:6-10 through -17	Dismissal and reduction in compensation of persons under tenure in public school system
<u>N.J.S.A.</u> 18A:12-21 <u>et seq.</u> <u>N.J.S.A.</u> 18A:17-15 through -21	<u>School Ethics Act</u>
<u>N.J.S.A.</u> 18A:17-20	Appointment of superintendents; terms; Tenured and non-tenured superintendents; general powers and duties
<u>N.J.S.A.</u> 18A:17-24	Clerks in superintendent's office
<u>N.J.S.A.</u> 18A:17-24.1	Shared Administrators, Superintendents
<u>N.J.S.A.</u> 18A:27-4.1	Appointment, transfer, removal or renewal of officers and employees; exceptions
<u>N.J.S.A.</u> 18A:28-3 through -6.1	No tenure for noncitizens
<u>N.J.S.A.</u> 18A:29-14	Withholding increments; causes; notice of appeals
<u>N.J.S.A.</u> 40A:65-1 <u>et seq.</u>	<u>Uniform Shared Services and Consolidation Act</u>
<u>N.J.A.C.</u> 6A:9-12	Requirements for Administrative Certification
<u>N.J.A.C.</u> 6A:28-1.1 <u>et seq.</u>	School Ethics Commission
<u>N.J.A.C.</u> 6A:30-1.1 <u>et seq.</u>	Evaluation of the Performance of School Districts
<u>N.J.A.C.</u> 6A:32-4.1 <u>et seq.</u>	Employment and Supervision of Teaching Staff
<u>See particularly:</u>	
<u>N.J.A.C.</u> 6A:32-4.3	Evaluation of tenured and nontenured superintendent
<u>N.J.A.C.</u> 6A:32-4.4	Evaluation of tenured teaching staff members
<u>N.J.A.C.</u> 6A:32-4.5	Evaluation of nontenured teaching staff members

8 U.S.C. 1101 et seq. - Immigration and Nationality Act

Possible

Cross References:

*2000/2010	Concepts and roles in administration; goals and objectives
*2121	Line of responsibility
*4111	Recruitment, selection and hiring
*4211	Recruitment, selection and hiring
*9000	Role of the board
*9400	Board self-evaluation

*Indicates policy is included in the Critical Policy Reference Manual.