

## Executive Evaluation – Chief Deputy Superintendent



### Background

The Superintendent is responsible for the evaluation of the Chief Deputy Superintendent.

The purpose of this evaluation must be consistent with the purposes for supervision and evaluation of staff. In addition, the Chief Deputy Superintendent's evaluation is to meet these specific requirements:

- To assess performance relative to the achievement of stated goals and objectives.
- To assist the Chief Deputy Superintendent to improve upon his/her performance.
- To provide data for decision-making relative to future compensation and contract renewal.

### Procedures

1. The Superintendent is required to evaluate the performance of the Chief Deputy Superintendent during the initial probationary period of employment.
2. The Superintendent will evaluate the performance of the Chief Deputy Superintendent at least three (3) months prior to the termination date of the Chief Deputy Superintendent's probationary contract.
3. The Superintendent shall consider the effectiveness of the Chief Deputy Superintendent in discharging his/her duties and shall consider the desired Division's qualifications for the Chief Deputy Superintendent.
4. The Superintendent shall also consider the effectiveness of the Chief Deputy Superintendent in discharging his/her duties in relation to the seven (7) competencies that define professional expectations in the *Superintendent Leadership Quality Standard (SLQS)*.

Reference: *Board of Trustees Governance and Operations Manual*  
Approved: September 2016  
Reviewed: August 2023  
Revised: September 2023  
March 2026