



EXECUTIVE SUMMARY

Meeting Date:	September 17, 2026
Agenda Item:	Superintendent Evaluation Process
Item Type:	Information and Discussion
Administrator:	Consultant Mike Scott, Board Chair Kendell Ferguson
Objective:	Review the updated superintendent evaluation

Background: Per School Board Policy CBG, the superintendent's job performance must be formally evaluated on an annual basis, and the Board is required to develop a written summary of that evaluation.

At the July 25 Board Retreat, consultant Mike Scott facilitated an activity with the Board to identify key components of the superintendent evaluation process. The feedback and ideas generated during the retreat were organized into a proposed evaluation document and tool for Board Leadership and then brought to the September 3rd Work Session for the full Board's review.

At the September 3 Work Session, the Board reviewed the proposed evaluation process and provided additional feedback, including recommendations to streamline several areas, primarily due to redundancy. The Board also discussed the rating system and the use of data within the evaluation process. Since that meeting, Board members have expressed a desire for further discussion and clarification. In response, the consultant met with Board leadership, along with an additional Board member, to review the collective feedback, consider proposed revisions, and further refine the process. At this meeting, the Board will review and discuss the updated evaluation process.

Additional Materials:

[Draft Updated Superintendent Evaluation Process](#)

[Draft Updated Superintendent Evaluation Tool](#)

Recommendation: Review the updated superintendent evaluation process.

Suggested Motion: N/A