

LEGAL STATUS

The chief executive officer of the Union County Public School System is the Superintendent. Policies of the Board not in conflict with local, state and federal law shall be binding on the Superintendent.

The Superintendent shall be furnished adequate office space and office supplies. Additionally, clerical assistants and equipment necessary for efficient operations of the district's business shall be provided.

EVALUATION

It shall be the Board's policy to evaluate the performance of the Superintendent through a formal procedure annually with at least one annual performance discussion between Board and Superintendent. This process may take place more frequently during the initial contract of the Superintendent.

A copy of the Superintendent's Job Responsibilities is on file in the Union County Public Schools' Human Resources Office.

The performance evaluation is an ongoing process with a formal discussion and summary of informal conversations at least once a year. This process involves the following:

BOARD RESPONSIBILITIES

1. Clarify for all Board members the role of the Superintendent in his/her job description and the immediate priorities for action by the Superintendent as jointly agreed upon by the Board and the Superintendent.
2. Goal Settings: The Board and Superintendent meet annually to determine specific, measurable objectives for the Superintendent and System. The Superintendent develops a plan for self development.
3. Communicating Expectations: Performance standards, job duties and expectations are clearly communicated to the Superintendent throughout the year in Board meetings and closed sessions.
4. Coaching: The Board provides feedback about performance throughout the year.

- 5. The Performance Evaluation: A formal performance evaluation is held between the Board and Superintendent when actual performance is compared to goals and the Superintendent's self development plan is reviewed.**

LEGAL REF.: N.C.G.S. 115C-47(13); 115C-47(14); G.S.115C-47 (15); 115C-66

CROSS REF.: Board Policy 1-2, Authority to Transact Business
Board Policy 1-8, Election of Officers and Voting Method
Board Policy 1-12, Public Participation at Board Meetings

UNION COUNTY BOARD OF EDUCATION

APPROVED: 12/21/92

REVISED: 5/3/94

REVISED: 12/3/96

REVISED: 10/4/05

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REVISED: 3/6/12