

| <b>Time Period</b> | <b>Activity</b>   |
|--------------------|---|
| Fall and ongoing   | Superintendent delivers report to the Board on Goal One of the Strategic Plan, sharing focus areas of the Board's goals and Board-defined benchmarks (as appropriate) with public at a monthly Board meeting. Subsequent reports on Goals Two, Three, and Four delivered at appropriate times dependent on data availability.   |
| Jan                | Subsequent to this report, the Board and Superintendent meet informally to review progress to date (based on parts one and two of this evaluation instrument).  |
| Feb                | Board President and Superintendent develop plan for 360 degree evaluation, to be completed by mid-May.  |
| Early May          | Board meets with Superintendent & staff to discuss system status in key areas and work to establish BOE defined benchmarks for the following year (typically a half-day session).   |
| Early May          | President distributes Superintendent Evaluation forms (and current status of performance measures) to the Board   |
| Mid-May            | Superintendent completes Self Appraisal and delivers it and 360 degree evaluation to the Board President, who distributes to the Board.   |
| Late May           | Board completes individual evaluations for the Superintendent (as well as Board Admin Assistant, Internal Auditor, and General Counsel). Superintendent's evaluations are compiled by the President.  |
| Early June         | Board meets in administrative session to reach a consensus on the evaluation and also discusses modifications to the performance plan for the following year.   |
| Mid June           | Board President finalizes evaluation document and the following year's performance plan per the Board consensus.  |
| Mid June           | Board meets with Superintendent to review the completed evaluation and discuss performance plan for the following year. Board Members and Superintendent sign evaluation document and the performance plan, which is appropriately filed.   |
| Late June          | Finalize any revisions to the evaluation form for the following year and distribute to the Board and Superintendent.  |
|                    | <p>Note 1: The Board and Superintendent may meet to discuss items relative to performance at any time during the year (i.e., more frequently than at mid-cycle and full year as described above), based on request either from the Board or the Superintendent.</p> <p>Note 2: For the 2010-2011 school year, this appraisal cycle may vary from the schedule above as several data categories will reflect baseline data only. This condition should exist</p> |

|  |  |
|--|--|
|  | <p>for the 2010-2011 school year only, thereby allowing the evaluation scheme outlined above to be implemented fully—as prescribed—commencing with the 2011-2012 school year. The Board and the Superintendent will agree on an appropriate evaluation scheme for the 2010-2011 school year.</p> |
|--|--|