



Responsible Office: Office of the Board of Trustees & Superintendent

BOARD POLICY 9080

HIRING AND MONITORING SUPERINTENDENT PERFORMANCE

PURPOSE

The hiring of a Superintendent and the review and appraisal of his/her responsibilities by the Board of Trustees is essential to the development and maintenance of the successful operation of the Washoe County School District ("District"), and a transparent relationship with the community. Evaluation is a valuable tool in establishing and carrying out the goals of any institution. The primary objective of the evaluation of the Superintendent is to ensure education excellence through effective governance and management of the school system, and to ensure that District policies and procedures are followed to the satisfaction of the Board of Trustees.

POLICY

1. The Board of Trustees shall appoint a Superintendent of the District who has authority and responsibility for the supervision of the school system.
 - a. The Superintendent may be employed for an initial term not to exceed four (4) years. The term of any subsequent employment may be of any duration.
 - b. The salary of the Superintendent shall be fixed by the Board.
 - c. The Board will provide a written contract of employment which includes salary, benefits and terms of employment.
2. Subject to the terms and conditions set forth in the Superintendent's employment contract, the Board of Trustees will evaluate the Superintendent on an annual basis.
3. Pursuant to Nevada state law, the Board of Trustees will conduct an evaluation of the superintendent in a public meeting.

DESIRED OUTCOMES

1. The evaluation of the Superintendent shall encourage a stable and positive working relationship between the Board of Trustees and the Superintendent.

IMPLEMENTATION GUIDELINES & ASSOCIATED DOCUMENTS

1. This policy reflects the goals of the District's Strategic Plan and aligns with the governing documents of the District.
2. This policy aligns with the Employment Contract between the Board of Trustees and the Superintendent.
3. This policy aligns with the Superintendent's Evaluation Rubric.
4. This policy complies with Nevada Revised Statutes (NRS) and Nevada Administrative Code (NAC) to include,
 - a. Chapter 241, Meetings of State and Local Agencies, and specifically:
 - i. NRS 241.031, Meeting to consider character, misconduct or competence of elected member of public body or certain public officers.
 - b. Chapter 391, Personnel, and specifically:
 - i. NRS 391.110, Superintendent of schools: Employment; qualifications; term; dismissal; administration of oaths.

REVIEW AND REPORTING

1. The Superintendent will be evaluated annually in a public meeting.
2. The results of the Superintendent evaluation shall be made part of the public record.

REVISION HISTORY

Date	Revision	Modification
12/16/2008	1.0	Adopted
6/25/2013	2.0	Revised: to align with Superintendent employment contracts (deleted accompanying policies 2110.1 and 2110.3)

10/25/2016	3.0	Revised: to align with Balanced Governance system, formerly Board Policy 9007
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