

## **10 DISTRICT ADMINISTRATION**

- 10.1 The Board of Education of School District No. 46 (Sunshine Coast) defines “District Administration” as excluded staff in a management or supervisory position.
- 10.2 District Administration will perform their work efficiently, impartially, and with integrity.
- 10.3 District Administration will support the Vision, Mission, Affirmation, Values and Goals of the Board’s Strategic Plan.
- 10.4 In order to achieve and maintain an outstanding educational program, the effective recruitment, appointment and retention of highly qualified and dedicated administrative personnel is essential.
- 10.5 The selection process for district administrative personnel shall be as transparent and inclusive as possible.
- 10.6 District Administration will maintain open and professional relationships with the Board and with one another.
- 10.7 District Administration will ensure that they do not engage in any activity that results in a conflict of interest, as per Regulation 2050.
- 10.8 Evaluation is a key component of our high-performing school district. Accordingly:
  - 10.8.1 The Board evaluates the Superintendent of Schools based on a process developed in consultation with the Superintendent.
  - 10.8.2 Evaluation of the Superintendent’s performance will be based upon publicly available criteria including, but not exclusive to, contract, job description, Board policy, and the successful progress of the Strategic Plan. Timelines will be set by the Board in consultation with the Superintendent.
  - 10.8.3 The Superintendent is delegated to evaluate staff based only on fair and consistent criteria.
  - 10.8.4 Evaluation of the performance of District Administration will be based upon publicly available criteria including and not exclusive to contract, job description, Board policy, and the successful progress of the school or department growth plan.
  - 10.8.5 Each district administrator shall be evaluated at least once every three years.
  - 10.8.6 The Superintendent will inform the Board on the development of criteria, surveys and processes for the evaluations of District Administration.
  - 10.8.7 Evaluations of District Administration personnel will be considered during personnel re- assignment or organizational reconfiguration.