Policy CFB: EVALUATION OF ADMINISTRATORS

Status: ADOPTED

Original Adopted Date: 05/01/2014 **| Last Revised Date:** 07/01/2026 **| Last Reviewed Date:** 10/15/2026

The superintendent or designee ("evaluator") will annually evaluate the performance of administrators in the district using an evaluation instrument that incorporates the Essential Principles of Effective Evaluation as adopted by the Missouri State Board of Education. For the purposes of this policy, an "administrator" includes assistant and associate superintendents, principals, assistant principals, and other professional staff designated as administrators in their job description.

The primary purpose of the evaluation is to improve student performance by promoting the continuous growth of administrators in a manner that is aligned with the district's Continuous School Improvement Plan (CSIP) and, where applicable, building improvement plans (BIPs). Evaluation results will inform employment and compensation decisions and may be, but are not required to be, the only factor considered.

The superintendent or designee will use an evaluation process that aligns with the Essential Principles of Effective Evaluation.

Standards-Based Evaluation

The evaluator will measure performance based on the Missouri Model Leader Standards when applicable to the particular administrator. If there are no standards developed for the position, the superintendent or designee will develop research-based evaluation standards.

Evaluation Records

The summative evaluation and any written responses by the administrator will be maintained in the administrator's personnel file in accordance with the state retention manuals applicable to schools.

Evaluation Process

The superintendent will create a procedure for implementing this evaluation process.

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Policy Reference Disclaimer:
These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
§ 161.855. RSMo.	State Statute
§ 168.201, RSMo.	State Statute
§ 168.410, RSMo.	State Statute
5 C.S.R. 20-400.375	State Regulation

MSIP	Description
L-3	MSIP STANDARDS
L-7	MSIP STANDARDS
TL-5	MSIP STANDARDS

Cross References

Code	Description
GBL	PERSONNEL RECORDS
GBL-AP(1)	PERSONNEL RECORDS
GBL-AF(1)	PERSONNEL RECORDS - (Certificated New Employee Information)
GBL-AF(2)	PERSONNEL RECORDS - (Non-Certificated New Employee Information)
GBL-AF(3)	PERSONNEL RECORDS - (Ethnicity and Race Staff Self-Identification Form)
GBL-AF(4)	PERSONNEL RECORDS - (Beneficiary Designation)