



**BP 2435      Evaluation of Superintendent/President**

References:      Education Code Section 87663  
                         Accreditation Standard 4.5  
Adopted:          April 22, 2009  
Last Revised:     April 17, 2019, May 2022; December 2025  
Last Reviewed:   April 17, 2019

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The appointment of the Superintendent/President will be made by the Board of Trustees for a period of time agreed upon by the Board and the Superintendent/President. Three years will be considered a normal contract period for revised contracts subject to a favorable review by the Board of the Superintendent/President's performance. The initial contract period will be at the discretion of the Board of Trustees but will in no event exceed three years.

The Board will conduct an evaluation of the Superintendent/President at least annually. Each year the President of the Board will appoint a committee of three Trustees to evaluate the performance of the Superintendent/President. These appointments will consist of the Board President, Vice President, and Immediate Past President. If the Immediate Past President is no longer on the Board, the Board will appoint a third committee member from the current Board members. The review should reflect the full spectrum of Board opinion. Such evaluation will comply with any requirements set forth in the contract of employment with the Superintendent/President as well as this policy and associated procedures.

The Board will evaluate the Superintendent/President using an evaluation process as described in Administrative Procedure 2435 Evaluation of Superintendent/President. The criteria for evaluation will be based on Board procedures, the Superintendent/President's job description, and performance goals and objectives jointly developed by the Board and the Superintendent/President. The criteria for evaluation for the Superintendent/President will also include performance goals and objectives related to the District's commitment to success for all students.

A written report will be presented by the Board President for consideration by the full Board in closed session. The Superintendent/President will receive a copy of the final report and will be invited to discuss the report with the Board.

In the final year of the contract, the Board will follow this policy and associated procedures, and if the review is favorable, a new contract will be negotiated to begin at the conclusion of the final year. If the review is negative the Superintendent/President will be given a terminal year.

See Administrative Procedure 2435.