The board shall adopt a policy providing for the employment and
duties of district personnel. The employment policy must provide
that the board employs and evaluates the superintendent. *Education Code 11.1513(a)(1)* [See DC]

### Appraisal Process

A board shall appraise a superintendent annually using either:

1. The commissioner of education’s recommended appraisal
   process and criteria; or

2. An appraisal process and performance criteria that are:
   - Developed by the district in consultation with the district-
     and campus-level committees; and
   - Adopted by the board.

*Education Code 21.354(c)*

In addition to other procedures and criteria determined by the
board, the commissioner’s recommended appraisal process and
criteria shall include, at a minimum, an annual evaluation of the su-
perintendent and a student performance domain. Completion of the
Lone Star Governance superintendent evaluation may satisfy
these requirements. 19 TAC 150.1031(b)–(c)

### Annual Performance Report

The information in the annual report describing the educational
performance of a district [see AIB] shall be a primary consideration
of the board in evaluating the superintendent. *Education Code 39.307(3)(C)*

### Penalty for Noncompliance

Funds of the district may not be used to pay a superintendent who
has not been appraised in the preceding 15 months. *Education Code 21.354(d)*

### Confidentiality

A document evaluating the performance of a teacher or administra-
tor is confidential and is not subject to disclosure under the Public
Information Act, Government Code Chapter 552. *Education Code 21.355* [For disclosure requirements on evaluations, see GBA.]