

Evaluation of the Superintendent

The School Committee will evaluate the performance of the Superintendent as a regular and scheduled activity. The primary purposes of the evaluation will be to continually improve administrative leadership, to strengthen the working relationship of the School Committee and Superintendent governance team, and to assist the School Committee in reviewing issues associated with the Superintendent's employment.

Guidelines:

- A. The Superintendent should be involved in developing the evaluation form and standards.
- B. The evaluation should be at a regularly scheduled time and place, in an executive session in which all School Committee members are present.
- C. The Superintendent should prepare for the evaluation by conducting a self-evaluation.
- D. The School Committee should prepare for the evaluation as follows:
 - a. School Committee members will submit individual written assessments to the Chair, using the evaluation form and standards, with supporting comments giving specific examples related to conduct and performance.
 - b. The Chair (or Chair and Vice-Chair) will develop a composite (or summary) evaluation from members' written opinions.
 - c. The School Committee will meet in executive session to review the composite/summary evaluation and materials related to the Superintendent's performance. The Superintendent may be invited to, or excluded from, this session at the School Committee's discretion. (Note – The Superintendent must be present for any discussion that may lead to or result in allegations, charges, or investigation of misconduct.)

- E. The School Committee will meet with the Superintendent in executive session to review the evaluation:
 - a. The School Committee as a whole will meet with the Superintendent to discuss the evaluation, which should include the composite/summary of individual School Committee members' written assessments as agreed upon by the School Committee.
 - b. The evaluation should include a discussion of the strengths as well as the areas identified for improvement.
 - c. As no form or set of guidelines can encompass the totality of the Superintendent's responsibilities, the evaluation discussion may include items not described in the evaluation form.
 - d. The School Committee's evaluation should be supported by specific examples of the Superintendent's conduct/performance, and should represent the perspective of the majority of the School Committee.
 - e. The Superintendent should be given the opportunity to provide feedback to the School Committee regarding his/her perceptions of the working relationship between the Superintendent and the School Committee and other issues the Superintendent identifies as relevant to his/her job responsibilities and performance.
- F. The School Committee will meet in executive session to discuss issues such as compensation, benefits, and extension of contract that are directly related to the Superintendent's evaluation and employment. The Superintendent may be invited to, or excluded from, this session at the School Committee's discretion.
- G. The School Committee will meet with the Superintendent in executive session to discuss compensation, benefits, and extension of contract and other matters relevant to the Superintendent's employment.

H. Following the completed evaluation process, the School Committee Chair shall provide the Superintendent with a written summary of the key elements of the evaluation review.

Performance Objectives

Using the Superintendent's evaluation for the year and the priorities established by the School Committee, the School Committee and the Superintendent will establish mutually agreed upon and clearly understood performance goals for the ensuing year prior to an established date. Progress toward these goals will be included as part of the next School Committee evaluation of the Superintendent.

Cross Reference: BDD – School Committee – Superintendent Relationship
CB – School Superintendent
CB–R – Superintendent Job Description

Adopted: December 12, 2011