

EVALUATION OF THE SUPERINTENDENT

The Committee and the Superintendent will mutually establish annual performance goals for the Superintendent based on the needs of the school system, prior to the commencement of each school year. The Superintendent's performance will be reviewed in accordance with these specified goals. Additional objectives will be established at intervals agreed upon with the Superintendent.

The Committee will evaluate, in writing, the performance of the Superintendent annually, normally in June, in compliance with the Massachusetts Department of Elementary and Secondary Education (DESE) requirements. The Committee will use the Massachusetts Educator Evaluation System and the Model System for Educator Evaluation developed, and which may be updated from time to time, by the DESE.

In addition, the Committee will meet with the Superintendent at least once in open session during each contract year to discuss the Superintendent's job performance, in accordance with the Massachusetts Educator Evaluation System.

All evaluation discussions of the Superintendent's performance will be in accordance with Open Meeting Laws.

Through evaluation of the Superintendent, the Committee intends to accomplish the following:

1. Clarify the Superintendent's role in, and impact on, the District as seen by the Committee.
2. Provide a distinct forum for the Superintendent's reflections on immediate priorities and longer-term steps that result in improved student outcomes.
3. Develop and maintain a professional, respectful working relationship between the Committee and Superintendent.
4. Support excellence in the area of district administrative leadership.
5. Develop consensus between the Committee and the Superintendent about expectations of the Committee for the performance of the Superintendent, and challenges to be faced by the district and priorities to be addressed over the coming year.

Revised: March 10, 2015

SOURCE: MASC

LEGAL REF.: M.G.L. c. 71, § 38 M.G.L. c150E
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