EVALUATION OF THE SUPERINTENDENT

Evaluation should serve the purpose of helping educational leaders to continually improve their practice. Through evaluation of the Superintendent, the School Committee strives to accomplish the following:

1. Ensure the efforts of the Superintendent are focused on district goals and the standards of professional practice established by state regulation are met by the Superintendent.
2. Ensure all Committee members and the Superintendent are in agreement regarding the role of the Superintendent among the Superintendent’s responsibilities.
3. Provide excellence in administrative leadership of the school district.
4. Develop a respectful and productive working relationship between the School Committee and Superintendent.
5. Provide constructive feedback to the Superintendent in order to recognize accomplishments and to facilitate continual performance improvement, utilizing sound and appropriate data.

The School Committee and Superintendent will annually develop a set of performance objectives based on the needs of the school district and in keeping with state regulations for evaluation of the Superintendent. The Superintendent's performance will be reviewed in accordance with specified goals and standards. Additional objectives will be established according to the evaluation cycle agreed upon with the Superintendent.

All School Committee discussion and deliberation related to the Superintendent's performance evaluation shall be conducted in open session in accordance with the open meeting law.

The Personnel Subcommittee is responsible for creating and maintaining the evaluation instrument. The School Committee shall review this evaluation instrument before the superintendent’s contract is initiated/renewed.

SOURCE: MASC July 2016

LEGAL REFS: M.G.L. 30A:18-25
603 CMR 35.00

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Mohawk Trail Regional School District