



LINCOLN PUBLIC SCHOOLS
Lincoln, Massachusetts

EVALUATION OF THE SUPERINTENDENT

Evaluation of the Superintendent is one of the fundamental responsibilities of the School Committee. The School Committee believes that a well-designed performance appraisal contributes to good education by ensuring effective governance and management of the schools and allows educational leaders to continually improve their practice.

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.

Through the appraisal of the Superintendent, the School Committee will strive to accomplish the following objectives:

1. Ensure that the Superintendent is working effectively to achieve the District goals;
2. Establish priorities that provide the Superintendent with specific direction;
3. Clarify the School Committee's expectations about the role of the Superintendent;
4. Provide the community with a public model of the evaluation system that is used privately for the evaluation of all the professionals in the District;
5. Improve understanding of the daily responsibilities and pressures of the Superintendent's job;
6. Support effective administrative leadership in the schools;
7. Identify problems and possible solutions;
8. Produce a written record of the Superintendent's performance.

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 evaluation of the Superintendent will be carried out in accordance with guidelines from the Department of Elementary and Secondary Education.

The timeline and procedures for evaluating the Superintendent are outlined in policy *CBI-R: Procedures for the Superintendent's Evaluation*.

CROSS REF.: CBI-R, Procedures for Superintendent's Evaluation

Adopted at School Committee Meeting of February 22, 1982
Reaffirmed at School Committee Meeting of December 17, 1984
Revised at School Committee Meeting of March 6, 2014
Revised at School Committee Meeting of December 17, 2020
Revised at School Committee Meeting of March 9, 2023