



### 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. 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. Clarify the Superintendent's expectations about the role of the School Committee;
5. Provide the community with a public model of the evaluation system that is used for the evaluation of all the professionals in the District;
6. Improve understanding of the daily responsibilities and pressures of the Superintendent's job;
7. Support effective administrative leadership in the schools;
8. Afford School Committee members an opportunity for assessment of District and School Committee performance;
9. Identify problems and possible solutions;
10. Produce a written record of the Superintendent's performance.

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.

Ref: CBI-R

*Adopted at School Committee Meeting of February 22, 1982*

*Reaffirmed at School Committee Meeting of December 17, 1984*

*Revised at School Committee Meeting of \_\_\_\_\_, 2014*

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