



LINCOLN PUBLIC SCHOOLS

BALLFIELD ROAD

LINCOLN, MASSACHUSETTS 01773

<http://www.lincnet.org/schoolcommittee/index.html>

May 12, 2021

To: School Committee
Rebecca McFall, Superintendent

From: Tara Mitchell, School Committee Chairperson

Re: Superintendent Summative Evaluation Procedure

Background:

It is the responsibility of the Lincoln School Committee to evaluate the performance of the superintendent using the Massachusetts Model System for Educator Evaluations. Last year we elected to pilot the DRAFT Indicator Rubric for Superintendent Evaluation and to offer our feedback to DESE. This year we will continue to use the revised rubric provided by DESE.

The superintendent evaluation system uses a five-step cycle: self-assessment; goal-setting and plan development; implementation; formative assessment; summative evaluation. We are now at step 5 in the cycle, the summative evaluation. The summative evaluation will be used to provide feedback to Dr. McFall, to assign an overall performance rating, to discuss further supports that the School Committee can provide to the superintendent, and to provide a framework for beginning next year's evaluation cycle.

Process for Evaluation:

May 20th School Committee Meeting: In preparation for the meeting, please review the information from the Department of Elementary and Secondary Education (DESE) regarding Indicator Rubric for Superintendent Evaluation and the summative evaluation form that are enclosed. During the May 20th meeting the Admin Team will present an update on the District Strategic Plan as well as the final outcomes of the LAAG work. These will both be used as input for Dr. McFall's evaluation as well as goals for next year.

June 3rd School Committee Meeting: Dr. McFall will provide the Committee with progress she has made towards her Annual Goals: End-of Year Self-Assessment and evidence related to Performance Indicators.

In addition, all materials, such as your individual observations, reports to the School Committee, and Administrative Team meeting agendas, are considered evidence. Dr. McFall will also provide materials such as redacted feedback to and from administrators, invitations to present to her colleagues, and relevant redacted exchanges with parents.

June 3rd – June 12th: Using all the evidence mentioned above and the Indicator Rubric for Superintendent Evaluation created by DESE, each member of the School Committee will fill out the Summative Evaluation Form providing feedback at the Standards Level I-IV. These forms will be submitted to the Chairperson by the end of the day on June 12th and are part of the public record.

June 17th: The Chairperson will compile the individual evaluations and create a draft composite Summative Evaluation for discussion during the regular June 17th Committee meeting. The meeting is intended to be a conversation among Committee members and with the

Superintendent. Individual members will be asked to highlight areas of strength and areas for growth based on specific examples of the Superintendent's work and/or direct observation.

As stated above, the summative evaluation is part of the state-wide evaluation system for superintendents (and all educators in the district) and is intended to be part of the open communication that is necessary for a positive relationship between a superintendent and a School Committee. It is the expectation that all feedback be related to performance, and not personal or derogatory in nature. Members are encouraged to raise serious concerns with the superintendent before the open discussion in order to give her an opportunity to address questions and/or provide further evidence.

Rating System:

The summative evaluation comprises ratings on four standards (Instructional Leadership, Management and Operations, Family and Community Engagement, and Professional Culture), a rating on the superintendent's goals, and an overall rating based on the prior two ratings. The possible ratings are:

- *Unsatisfactory:* Performance is consistently below the requirements of a standard or overall, and is considered inadequate.
- *Needs Improvement:* Performance is below the requirements of a standard or overall but is not considered to be Unsatisfactory at the time. Improvement is necessary and expected.
- *Proficient:* Proficient practice is understood to be fully satisfactory. This is the rigorous, expected level of performance.
- *Exemplary:* This rating indicates that practice significantly exceeds "Proficient" and could serve as a model of practice regionally or statewide.

An overall summative rating, which is reported to the state, will be assigned as part of the summary evaluation and will be voted on in the Committee's open meeting on June 17th.