

## **EVALUATION OF THE SUPERINTENDENT**

### Evaluation of the Superintendent

Through evaluation of the Superintendent, the School Committee will:

1. Assess the job performance of the Superintendent based on mutually-developed and agreed-upon annual goals and standards, using the Massachusetts Model System for Educator Evaluation.
2. Determine with the Superintendent examples of evidence and measures to be reviewed as evidence of job performance relative to specified goals and objectives.
3. Present and discuss a summative evaluation report at a public meeting, including constructive feedback to align future performance with district goals.
4. Develop consensus between the Committee and the Superintendent about expectations for the performance of the Superintendent, based on the summative report and consistent with the Superintendent's Contract for Employment and job description, to support the priorities of the district for the coming year.
5. Promote excellence in administrative and instructional leadership for the district.

The evaluation process will coincide with the fiscal year. The School Committee and Superintendent will establish the goals and performance objectives at the start of the fiscal year and conduct the performance evaluation at the end of the fiscal year.

Legal Reference:  
603 CMR 35.00  
M.G.L. c.69, §1B; c.71, §38

Revised May 2016  
Duxbury School Committee