

EVALUATION OF THE SUPERINTENDENT

The School Committee shall evaluate and assess the performance of the Superintendent from time to time in an approved evaluation document.

The evaluation document shall relate to the duties and responsibilities of the Superintendent and progress toward established goals.

The School Committee shall then discuss the evaluation with the Superintendent. Committee members who disagree with the Committee consensus on any item shall have the opportunity to discuss their areas of disagreement.

The meeting of the Committee to compile the evaluation, and the meeting to discuss the evaluation with the Superintendent, shall be held in executive session unless the Superintendent requests that one or both of the meetings be held in open session.

If the performance of the Superintendent is deemed unsatisfactory in any respect, the School Committee shall describe, in writing, specific instances of unsatisfactory performance and make recommendations for improvement.

A copy of the evaluation document shall be given to the Superintendent. If the Superintendent disagrees with such evaluation, he/she may respond in writing to the School Committee.

Upon conclusion of the evaluation, the School Committee may determine whether any changes in the compensation and benefits of the Superintendent for the next fiscal year are warranted. The Committee may also determine whether it will offer an additional year(s) employment.

The evaluation document and any written responses shall become a part of the Superintendent's confidential personnel file.

Current practice codified 1983

Adopted January 24, 1994

Revised: December 18, 2000

Reaffirmed: March 27, 2006