

Superintendent Evaluation

The Board's primary purposes in evaluating the Superintendent are to provide strong leadership and management for the school unit; to strengthen the working relationship and communication between the Board and Superintendent; and to assist the Board in judging the effectiveness of the Superintendent's performance.

Guidelines

1. The Board will evaluate the Superintendent on a schedule determined by the Board.
2. The Board Chair in consultation with the Superintendent will create an evaluation, as well as a summary of all individual evaluations when they are submitted.
3. The evaluation criteria and schedule will be made available to the Superintendent in advance of the evaluation process. The Superintendent will also conduct a self-evaluation in advance of the formal evaluation by the Board.
4. Board members will be asked to submit individual evaluations to the Board Chair. Board members should prepare for the evaluation by examining various sources of information relating to the Superintendent's performance.
5. The Board will meet with the Superintendent to review the evaluation, including relevant issues that may not be specifically included on the evaluation form. The Superintendent will be provided with a copy of the written evaluation.
6. The Superintendent will be given the opportunity to provide feedback to the Board regarding the evaluation, job responsibilities, and working relationship with the Board. Specific matters related to the terms of the Superintendent's contract may be discussed at this meeting or a subsequent meeting.
7. The Board will use the Superintendent's evaluation and the Board's priorities/goals to establish performance goals for the Superintendent. The next evaluation will include the Board's assessment of the Superintendent's progress toward these performance goals.

Legal Reference: 1 M.R.S. §405

Adopted: March 8, 1988

Revised: June 3, 1997
October 2, 2000
October 17, 2009
January 23, 2014
June 16, 2016
December 3, 2020