

Series 2000 – Administration

4. Evaluation of Superintendent

The Board of Education and the Superintendent of Schools understand that multiple sources of information are necessary in the evaluation process to lead to a fair, accurate and comprehensive assessment of superintendent leadership and effectiveness. The Superintendent will be evaluated in three broad performance areas:

- (a) Professional Practice as outlined in the Common Core of Leading; The Connecticut School Leadership Standards;
- (b) Professional Responsibilities as described in Board of Education Policy and in the contract between the Board of Education and the Superintendent;
- (c) Student learning as reflected by multiple measures including student growth and progress towards specific measurable learning objectives on district based assessments as well as State assessments, or other agreed upon indicators.

To increase the effectiveness of the Suffield School District, the Board of Education and the Superintendent will meet in July or August to discuss the goals and objectives for the coming school year. The discussion will be held in executive session. Once mutually agreed upon goals and objectives are established the goals will be communicated in public at a regular board of education meeting.

In January, the Superintendent will provide to the Board of Education a written progress report on the goals and objectives as determined in July or August. This information will provide an opportunity to identify and strategize for new and/or unexpected changes and/or challenges not previously identified.

In May, the Superintendent will provide to the Board of Education a “Year in Review” self-assessment. This draft document will be used by the Board of Education in completing a comprehensive and fair evaluation of the Superintendent. With input from all Board of Education members, the evaluation will be conducted in executive session with the Superintendent unless he/she exercises his/her statutory right to have the discussion in open session.

A formal evaluation is completed and presented to the Superintendent in June by the Executive Board, comprised of the Board of Education Chair, Vice Chair and Secretary. A copy of the Superintendent’s performance evaluation must be placed in the Superintendent’s official personnel file.

Policy Adopted: March 16, 1999
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SUFFIELD PUBLIC SCHOOLS
Suffield, CT 06078