

**AUGUSTA BOARD OF EDUCATION  
EVALUATION OF THE SUPERINTENDENT OF SCHOOLS**

**CONFIDENTIAL**

**TO:**

**FROM:**

**DATE:**

**I. PURPOSE OF THE EVALUATION**

~~The Superintendent and the Board of Education recognize the need to review the Superintendent's performance annually. This review will consist of the completion of a written appraisal instrument and the discussion of this instrument with the Superintendent in executive session. The intent of the evaluation is to:~~

- ~~A. Arrive at certain conclusions as to the "effectiveness" of the Superintendent in achieving the objectives of the district and his job description.~~
- ~~B. Communicate those conclusions to the Superintendent providing counsel and direction.~~
- ~~C. Enhance the working relationship between the Board of Education and the Superintendent.~~
- ~~D. Promote the professional development and growth of the Superintendent.~~
- ~~E. Guide decisions relative to continued employment and compensation.~~

The purpose of the Annual Superintendent Evaluation is to present an opportunity for the School Board to provide valuable feedback to the Superintendent. This feedback should focus on strengths, weaknesses, and goals of the Superintendent. The desired outcome of this process is to enable the Board and Superintendent to engage in a dialogue, which will ultimately improve the performance of the Superintendent, and the Board, resulting in continuous improvement of the Augusta School Department.

**II. PROCEDURES**

A. Time:

The annual evaluation shall be conducted in the months of May and June in conjunction with the Board's self-evaluation.

B. Evaluation Tool:

The Evaluation instrument consists of two parts:

- 1.) Priority Performance Goals for the Superintendent (the Superintendent's annual professional goals)
- 2.) Assessment of ongoing management responsibilities. (Job Expectations)

Priority Performance Goals for the Superintendent form the primary focus of the evaluation.

C. Methodology:

1. The Superintendent completes a self-reflection and provides to the Personnel Committee chair by the first Board of Education Business Meeting in ~~May~~.
2. Evaluation forms shall be given to Board members by ~~early May~~ **the first Board of Education Business Meeting in May**
3. Board members will complete the instrument as individuals and provide to Personnel Chair **by June 1.**
4. The Personnel Committee Chair shall review individual input and complete a draft summary document, including all individual ratings and comments and **identifying the average rating for each category.**
5. In executive session, the Board shall reach a consensus **on “Overall Effectiveness” and “Suggestions for Change”** and the Board Chair will complete **the** summary document, **no later than** \_\_\_\_\_.
6. The Board of Education shall meet with the Superintendent in executive session **no later than June 30** to discuss the summary document and modify as appropriate.
7. The Superintendent and Board chair will sign the modified document as an indication that the document has been reviewed. A copy will be placed in the Superintendent's personal folder and a copy given to the Superintendent by ~~June~~ **July 1.**

**Comment [CO1]:** Suggest change to Policy CBI to reflect date

**Comment [CO2]:** Executive Session Law allows the Superintendent to be present in this meeting unless he/she chooses to not participate. May need to revise Policy CBI subsection D-3 to fit the law

**Comment [CO3]:** Suggest modifying date on Policy CBI. As the final meeting should happen before July 1 to accommodate the Superintendent's contract

**Comment [CO4]:** To meet contract timeline

**KEY:**

**A RATING OF 1 OR 2 REQUIRES A COMMENT.**

**All items rated with a “1” require additional explanation indicating the nature of the deficiency or a statement of what the Board member expected to see in performance that was not evident. Any “1” ratings without supporting details will not be included in rating averages.**

- ~~1. **Unsatisfactory** — Performance is clearly below the level of acceptability. The Superintendent has not kept pace with changing requirements or job performance is spasmodic or deteriorating seriously.~~
  - ~~2. **Needs Improvement** — Performance is below expected levels of the position and/or lacking in important result areas.~~
  - ~~3. **Satisfactory** — Performance meets expected standards and results are achieved. The required skills and knowledge are in evidence, and occasionally performance exceeds job requirements.~~
  - ~~4. **Above Average** — Performance is consistently above established standards and job knowledge clearly exceeds requirements.~~
- 3. Exceeds Expectations** Performance is consistently above established standards and job knowledge clearly exceeds requirements.
  - 2. Meets Expectations** Performance meets expected standards and results are achieved. The required skills and knowledge are in evidence, and occasionally

performance exceeds job requirements.

**1. Needs Improvement** Performance is below expected levels of the position and/or lacking in important result areas.

**N/A** Not applicable/don't know/not enough data to rate.

**III. REVIEW OF SUPERINTENDENT'S GOALS**  
**PRIORITY PERFORMANCE GOALS**

**Goal 1**

**Comment [C05]:** Personnel Chair will insert the Superintendent's Annual Goals before distributing tool to Board Members

<b>Overall Status</b>	<del>Above Average</del>	<del>Satisfactory</del>	<del>Needs Improvement</del>	<del>Unsatisfactory</del>
	3	2	1	N/A
	Exceeds Expectations	Meets Expectations	Needs Improvement	

Additional Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Goal 2**

<b>Overall Status</b>	<del>Above Average</del>	<del>Satisfactory</del>	<del>Needs Improvement</del>	<del>Unsatisfactory</del>
	3	2	1	N/A
	Exceeds Expectations	Meets Expectations	Needs Improvement	

Additional Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Goal 3**

<b>Overall Status</b>	<del>Above Average</del>	<del>Satisfactory</del>	<del>Needs Improvement</del>	<del>Unsatisfactory</del>
	3	2	1	N/A
	Exceeds Expectations	Meets Expectations	Needs Improvement	

Additional Comments: \_\_\_\_\_

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**IV. JOB EXPECTATIONS**

**A. Communication:**

3	2	1	N/A
Exceeds Expectations	Meets Expectations	Needs Improvement	

Able to communicate clearly with staff, parents, students and community, both verbally and in writing.

- Keeps the public informed of the status of the schools.
- Conducts meetings of administrators, teachers and other staff members as necessary for the discussion of matters concerning the improvement and welfare of the schools.
- Communicates to all staff members, directly or through delegation, actions of the Board relating to personnel matters and receives from employees communications to be made to the Board.
- Confers as appropriate with professional and lay groups concerning the school program and transmits suggestions to the Board and others, as appropriate.

**Comment:** \_\_\_\_\_

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**B. Community Relations**

3	2	1	N/A
Exceeds Expectations	Meets Expectations	Needs Improvement	

Recognizes the importance of both stimulating and reflecting community needs/wants regarding education. Demonstrates ability to involve the community in developing and implementing goals. Views the community/school relationship as a partnership.

- Establishes and maintains a program of public relations to keep the public well informed of the activities and needs of the school system, affecting a wholesome and cooperative working relationship between the schools and the community.
- Communicates with and understands the needs and perspectives of various community groups.
- Attends, or delegates a representative to attend, meetings of municipal agencies at which matters pertaining to the school system appear on the agenda or are expected to be raised.
- Keeps the public informed about current educational practices, educational trends, and the policies, practices, successes and challenges of the schools.

**Comment:** \_\_\_\_\_

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**C. Curriculum**

3	2	1	N/A
Exceeds Expectations	Meets Expectations	Needs Improvement	

Strong commitment to leading the effort to define and deliver an effective, consistent curriculum pre-K-12.

- Administers the development and maintenance of educational programs designed to meet the needs of the community and to carry out the policies of the Board.
- Conducts reviews of the total school program, and advises the Board on recommendations for the educational advancement of the schools.
- Recommends to the Board, through the use of appropriate personnel, adoption of courses of study, curriculum, teaching materials, etc.
- Oversees timely revisions of curriculum and courses of study.

**Comment:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**D. School/Community Involvement**

3	2	1	N/A
Exceeds Expectations	Meets Expectations	Needs Improvement	

Visible in the schools, aware of current issues and activities in the schools, and shows an interest in community affairs.

- Visits schools and classrooms as appropriate. Attends a reasonable number of student/staff events.
- Seeks to stay informed about issues and activities in the schools.
- Has a reasonable level of knowledge of administrators, staff, and students.
- Has a reasonable level of knowledge about community events, concerns, accomplishments, and direction.

**Comment:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**E. Leadership**

3	2	1	N/A
Exceeds Expectations	Meets Expectations	Needs Improvement	

Able to motivate, lead, guide and direct people. Committed to implementing the Mission and Vision Statement of the school system.

- Facilitates the development of and implements a collaborative educational vision and assists the Board in setting priorities for the school system.
- Serves as the educational leader of the school system. Performs job responsibilities using the Mission and Vision Statement as a guide.
- Communicates the educational vision and priorities effectively to staff, students, and community.
- Attend conventions and conferences to keep abreast of latest educational trends.
- Ensures that policies, procedures and school rules promote a safe, respectful, and healthy school environment.

**Comment:** \_\_\_\_\_

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\_\_\_\_\_

**F. Organizational Management**

3	2	1	N/A
Exceeds Expectations	Meets Expectations	Needs Improvement	

Uses a systematic approach to managing and improving the schools. Excellent organizational skills, working knowledge of school law, and proven ability to resolve organizational conflicts.

- Administers, as chief school executive, the development, maintenance, and improvement of the educational program.
- Maintains, directly or through delegation, such personnel records, pupil accounting records, business records and other records as required by law and/or Board policy.
- Files, or causes to be filed, all reports required by state or federal laws/regulations.
- Advises the Board of the need for new and revised policies, and ensures that all policies of the Board are implemented.
- Makes administrative decisions necessary for the effective and efficient operations of the schools. Acts on own discretion when emergency action is necessary in matters not covered by Board policy. Reports such emergency actions to the Board and recommends policy for future guidance.
- Develops and implements rules and procedures for staff and students as necessary to comply with Board policies, and state and federal laws/regulations.
- Delegates to other staff, at own discretion, the exercise of any powers and duties, with the knowledge that such delegation does not relieve the Superintendent of final responsibility for any actions taken.
- Recommends attendance boundaries for all schools and the transfer of students from one building to another in the interest of good administration of the instructional program. Implements Board policies and state laws/regulations for the promotion, retention and acceleration of students.
- Makes recommendations to the Board concerning the transportation of students in accordance with Board policies, state laws/regulations, and student safety considerations.

**Comment:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**G. Personnel Management**

3	2	1	N/A
Exceeds Expectations	Meets Expectations	Needs Improvement	

Excellent people skills. Ability to recruit and retain high quality staff. Strong personnel management practices and understanding of collective bargaining issues.

- Develops and implements a hiring process that complies with applicable state and federal laws and attracts the most qualified candidates.
- Nominates to the Board for employment the most qualified and competent teachers and administrators.
- Employs the most qualified and competent support staff.
- Develops job descriptions for all staff, subject to Board review and approval.
- Assigns and transfers employees as the interests of the school system require.
- Participates, as deemed appropriate by the Board, in negotiations with recognized employee bargaining units.
- Handles employee grievances or problems in accordance with applicable Board policies, collective bargaining agreements, and/or state/federal laws and regulations.
- Establishes and implements personnel policies and procedures for non-union staff.
- Ensures that the Board complies with (meet and consult requirements) concerning educational policy issues.
- Establishes personnel procedures that provide information that may be used to advance the quality of the school system, such as exit interviews for departing employees, employee focus group discussions on specific aspects of job performance and duties, questionnaires and/or other means of eliciting staff member feedback.

**Comment:** \_\_\_\_\_  
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\_\_\_\_\_

**H. School Facility Management**

3	2	1	N/A
Exceeds Expectations	Meets Expectations	Needs Improvement	

Good understanding of facilities management, including development of long-term maintenance plans, and budgeting/planning for future building needs.

- Makes recommendations to the Board on the location and size of new school sites and additions to existing sites; the location and size of new buildings on sites; plans for new school buildings; appropriates for sites and buildings; and improvements, alterations and changes in buildings and equipment.

- Develops and implements short and long-term maintenance plans for school buildings and grounds, delegating particular duties as the Superintendent deems appropriate.
- Includes maintenance and other facilities/equipment needs in budget planning.
- Develops and implements guidelines and procedures governing the use and care of school facilities and property.
- Recommends to the Board sales of surplus property no longer needed and authorizes the proper execution of such sales.

**Comment:** \_\_\_\_\_  
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 \_\_\_\_\_

**I. School Finance/Budgeting**

3	2	1	N/A
Exceeds Expectations	Meets Expectations	Needs Improvement	

Strong working knowledge of school finance, including budget development and management. Ability to effectively communicate with the Board, staff, community and local municipal officials. Clear understanding of federal, state, and local funding issues.

- Demonstrates the ability to perform effective financial forecasting and long and short-term financial planning.
- Supervises the preparation and presentation of the annual budget and recommends it to the Board for approval.
- Establishes and maintains efficient procedures and effective controls for all expenditures of school funds in accordance with the adopted budget.
- Clearly explains proposed budgets, needs and priorities to the Board, community and local municipal officials.
- Conducts all financial operations and purchasing within Board policies and applicable state/federal laws/regulations.
- Maintains appropriate financial accounts and ensures that audits are performed on an annual basis.
- Provides prior notice to the Board when there is a need to depart from Board policy in any financial matter.

**Comment:** \_\_\_\_\_  
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**J. School Improvement**

3	2	1	N/A
Exceeds Expectations	Meets Expectations	Needs Improvement	

Commitment to supervise and evaluate school programs in the spirit of continuous improvement; understanding of educational practices, research, and national/state/local initiatives, including



Maine’s Learning Results; and ability to frame issues for discussion, reach timely decisions, and implement change.

- Develops, implements, and monitors the change process to improve the educational program.
- Is familiar with current research and educational issues.
- Involves the staff and community in plans to improve the educational program.
- Ensures that there is a comprehensive system of student assessment in place.
- Informs and advises the Board about educational programs and instructional practices in the schools.
- Communicates effectively with staff, students and the community about educational trends, curriculum needs and instructional programs.
- Ensures that the educational program complies with Board policies and applicable state and federal laws/regulations.
- Ensures that administrators and teachers communicate student progress and school curricula to parents on a regular basis.

Comment: \_\_\_\_\_  
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 \_\_\_\_\_

**K. Staff Development**

3	2	1	N/A
Exceeds Expectations	Meets Expectations	Needs Improvement	

Committed to and fosters continuous staff improvement. Emphasize both system wide and individual development.

- Fosters an environment that encourages continuous learning and improvement on the part of school staff.
- Develops and implements an effective system of staff development focused on improving the educational and operational programs of the schools, with appropriate input from the Board, administration and staff.
- Provides reasonable opportunities for staff to participate in conferences, visitations and coursework within the framework of the school system’s budget.
- Ensures that all staff are involved in the school system’s staff development opportunities.
- Informs the Board of staff development priorities, needs, and activities.

Comment: \_\_\_\_\_  
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 \_\_\_\_\_

**L. Superintendent/Board Relations**

3	2	1	N/A
Exceeds Expectations	Meets Expectations	Needs Improvement	

Understands that the Superintendent is responsible for management of the schools under the Board's policies and is accountable to the Board. Supports and facilitates the work of the Board. Maintains open communication with the Board.

- Supervises and ensures compliance with all laws, regulations and Board policies.
- Keeps the Board informed about programs, activities, accomplishments, problems, and needs of the schools.
- Presents information and recommendations necessary to assist the Board in performing its duties effectively, including the need for policy on particular subjects.
- Schedules and attends meetings of the Board.
- Serves as Secretary to the Board as required by law.
- Serves as an ex officio member of all school system/Board committees, attending meetings as specified by the Board.
- Advises and recommends action by the Board as appropriate concerning student and staff disciplinary issues.
- Assists the Board in developing annual and long-range goals for the school system.
- Represents the school system with the media and other groups as deemed appropriate by the Board.
- Performs such other tasks as may be assigned by the Board.

Comment: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**M. Supervision/Evaluation**

3	2	1	N/A
Exceeds Expectations	Meets Expectations	Needs Improvement	

Understands the importance of accountability for staff and self. Uses an evaluation process that establishes clear performance standards and follows through to resolve performance issues.

- Develops and implements an effective system of supervision and evaluation for all staff, based on Board policies and with appropriate input from administration and staff.
- Oversees methods of teaching, supervision, evaluation and administration in the schools.
- Disciplines employees as necessary and reports such actions to the Board as appropriate.
- Recommends salary changes or dismissal/nonrenewal of administrators and teachers to the Board for final action.

Comment: \_\_\_\_\_  
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 \_\_\_\_\_

**IV. OVERALL EFFECTIVENESS SUMMARY STATEMENT:**

**V. SUGGESTIONS FOR CHANGE OR IMPROVEMENT:**

AUGUSTA BOARD OF EDUCATION CHAIR

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

SUPERINTENDENT

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Note: The superintendent's signature on this form represents neither acceptance nor approval of the report. It does, however, indicate that the superintendent has reviewed the report with the board chair. The signature of the superintendent and board chair verifies that the report has been reviewed and that the proper process has been followed according to the policy.