

Proposal for modification of Supt Evaluation 01/09/2017

Policy CBI section E item 1 – “The board as a whole will meet with the Superintendent to discuss the evaluation, which should include the individual board members’ written assessments as agreed upon by the Board.”

The second half of the sentence is subject to misinterpretation. Regarding the written assessments during the evaluation, the evaluation should only include the written assessments agreed upon by the Board. The evaluation review should only contain 2 voices that of the Superintendent and the singular voice of the Board. If the Board wants to add a provision allowing supplemental letters to the evaluation process that concept could be open for discussion.

Key Performance Indicators

The Board should develop a set of Indicators that they can take into consideration when evaluating the “expectations” portion of the evaluation form. If each of the schools is already reporting on the topics in question, it should not require an excessive amount of effort to consolidate the information and provide a synopsis.

Potential reports

Personnel- Recruitment and retention – What is the turnover in educators, support staff, etc. Look at a districtwide summary as well as by school or program type for example Special education.

Discipline report – incident count, incident category, remedial action, incidents requiring state reporting. The rubrics and the procedures are set up with categories and outcomes. If the reporting is not set up in electronic format perhaps it should be considered as a goal. The court mandated tracking requirements imposed upon Brunswick Schools has the potential to become a standard requirement. We may as well get ahead of the curve.

Infrastructure Report- John has been good at keeping the Board up to date; with his retirement it would be a good time to formalize the reporting. Include a superintendent assessment.

State mandated test results- The Board currently receives this report when the results are received. This report along with an administrative assessment should be taken into consideration by the Board to stimulate conversation regarding curriculum.

Professional development surveys- Do the recipients find the programming effective, is it well received, is it useful. How is the programming developed? What is the long term objective?