

Attleboro Public Schools
Attleboro, Massachusetts

File: CBI

EVALUATION OF THE SUPERINTENDENT

The Attleboro School Committee shall evaluate the performance of the Superintendent. In executing this responsibility, the School Committee recognizes the unique dynamic that exists between the governing body of the Attleboro Public Schools and the chief executive of the APS, and the inherent limitations and challenges of a personnel evaluation conducted by a public body that does not have day to day contact with the employee.

The School Committee's evaluation of the Superintendent shall be consistent with the model educator evaluation system contemplated by 603 CMR 35.00. Said process shall incorporate the five stages set forth below and transpire over a two-year period beginning and ending in January of odd-numbered calendar years:

- Step 1: Self-Assessment**
- Step 2: Goal Setting & Educator Plan Development**
- Step 3: Plan Implementation**
- Step 4: Formative Assessment/Evaluation**
- Step 5: Summative Evaluation**

During the two-year cycle, the School Committee shall evaluate the Superintendent in the context of the advancement of the APS Strategic Goals, Annual Goals, and Superintendent's Goals, as established pursuant to School Committee Policies ADA and CA. The School Committee shall adopt a rating of (4) Exemplary, (3) Proficient, (2) Needs Improvement, and (1) Unsatisfactory in each of four evaluative categories:

- (I) Instructional Leadership**
- (II) Management and Operations**
- (III) Family and Community Engagement**
- (IV) Professional Culture**

In addition, the School Committee shall assign the Superintendent a comprehensive rating of (4) Exemplary, (3) Proficient, (2) Needs Improvement, and (1) Unsatisfactory as part of the summative evaluation.

Notwithstanding the aforementioned process, the Superintendent in his or her discretion, may via notification to the Chairperson of the School Committee, decline to be considered for a rating of Exemplary in any of the evaluative categories or the comprehensive rating during any two-year evaluation cycle.

Through the evaluation process, the School Committee will strive to:

1. Clarify for the Superintendent the School Committee's expectations for his or her role in leading the Attleboro Public Schools.
2. Clarify for all School Committee members the role of the Superintendent and the immediate priorities as agreed upon by the School Committee and the Superintendent and embodied by the Strategic Plan pursuant to School Committee Policy ADA.
3. Develop a harmonious working relationship between the School Committee and Superintendent.
4. Assess the Superintendent in the context of the advancement of the Strategic, Annual, and Superintendent's Goals pursuant to School Committee Policies ADA and CA.

In January of even-numbered calendar years, the School Committee will convene a discussion that will serve as the Superintendent's Formative Assessment in conjunction with the District's Annual Report. In January of odd-numbered calendar years, the School Committee will designate an individual member to compose a Formative Assessment of the Superintendent, which will be derived from the individual reports drafted by each individual member. Prior to public consideration of School Committee's Summative Assessment of the Superintendent, the Superintendent shall have occasion to review the proposed Summative Assessment and prepare a written response to the Summative Assessment.

School Committee Approved – November 16, 2015