

## **RSU 82/MSAD 12 POLICY EVALUATION OF THE SUPERINTENDENT**

As a regular and scheduled activity, the Board will evaluate the performance of the Superintendent based upon the Superintendent's job description. The primary purpose of the evaluation will be to effect improvements in administrative leadership.

### Guidelines

- A. The Superintendent should be involved in development of performance expectations with which he/she will be evaluated, or at least accept previously developed expectations as appropriate to his/her current operations.
- B. The evaluation should be at a scheduled time and place, as part of the Board's annual December meeting. Excepting the selection of officers and the hiring of central office support personnel and the Superintendent, no other items will be on the agenda nor will any other functions of the Board be conducted on the date of this annual meeting. The evaluation will be in executive session with all Board members present.
- C. The evaluation should be a composite of the individual Board members' opinions, but the Board as a whole should meet with the Superintendent to discuss the evaluation.
- D. The evaluation should include a discussion of strengths as well as weaknesses.
- E. Both parties will prepare for the evaluation—the Superintendent by conducting a self-evaluation presented to the Board and the Board by completing an evaluation form which will be provided to the Board Chair before the evaluation session in December. The results of this evaluation will be presented to the Superintendent and the Board.
- F. The Board is not limited to the items on the evaluation form. Discussion of other issues may be entertained at the discretion of the Board Chair.
- G. Any evaluation statements will be supported by as much rationale and objective evidence as possible. One board member's opinion will not be the sole basis for appraisal.
- H. The Superintendent will have the opportunity to evaluate the Board. The evaluation will include an examination of the working relationship between the Board and Superintendent.
- I. In the event that one person holds both the superintendent and principal positions at M.S.A.D. #12, the Board of Directors, with the agreement of the superintendent/principal, has the authority to select an outside superintendent to conduct the annual evaluation of the principal.

**NOTE:** The Board and the Superintendent will mutually establish, prior to July 1, a set of specific performance goals and standards for the Superintendent for the ensuing year. These will then become the primary criteria for the next Board evaluation of the Superintendent at the end of the designated year.

Cross Reference:

BDD - Board-Superintendent Relationship

CB - School Superintendent

CBI-E - Form For Evaluating Superintendent

CBI-R – Procedures For Evaluation OF The Superintendent

**Adopted: October 08, 2002**

**Revised: May 13, 2003**

**Revised: October 19, 2016**