

**Board and Superintendent Goals**  
**2017-2018**

The Board shall evaluate, in writing, the performance of District Superintendent at least once a year during the term of this Contract, no later than June 30<sup>th</sup> of each year, unless the parties mutually agree in writing on another date for the annual evaluation. The annual performance assessment shall be conducted in an executive session limited to members of the Board of School Directors and the District Superintendent.

The performance assessment shall be used for the following purposes:

1. To strengthen the working relationship between the Board and the District Superintendent and to clarify for the District Superintendent and individual members of the Board of School Directors the responsibilities the Board relies on the District Superintendent to fulfill;
2. To discuss and establish goals and/or objective performance standards for the ensuing year; and
3. To establish the basis for possible incremental adjustments in the annual salary rate for the District Superintendent.

For the 2017-2018 School Year based on the entry plan and survey data, five areas have emerged:

**Performance Area #1: Communication and Community Feedback-** Superintendent will ensure all constituent groups are well informed regarding strategic goals through one call, social media, town meetings, employee meetings, board highlights, mobile technology, website and newsletters.

**Performance Area #2: Leadership for Learning-** Superintendent will provide guidance, direction, and support for the improvement of student achievement for all buildings through vision setting and performance indicators.

**Performance Area #3: Fiscal Leadership and Management-** Superintendent will provide the board and public with a financial approach that will maximize student achievement, provide alternative revenue streams and balance a budget without using fund balance.

**Performance Area #4: Building Facilities-** Superintendent will implement a short and long range plan for updating facilities, reducing overall operating costs and providing resources to support a sustainable educational facility.

**Performance Area #5: Comprehensive Planning-** Superintendent will engage constituents in using the Comprehensive Strategic Planning process for the purpose of achieving performance goals.