

Board and Superintendent Goals
2019-2020

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 30th 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 2019-2020 School Year based on the entry plan and survey data, six 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 the public with a financial approach that will maximize student achievement, provide alternative revenue streams and balance the budget without using fund balance measured during the Annual Financial Report.

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.

Performance Area #6: Board Governance and Policy- Superintendent will engage the board in using the 9 Building Blocks for a World-Class educational system along with designing a process to update policies in the district to remain current and support the building blocks when applicable.

**The Board of School Director's announced on June 15, 2020 that they completed the Superintendent's evaluation.
The Superintendent received a proficient evaluation.**