

CBI – EVALUATION OF THE SUPERINTENDENT OF WINCHESTER

Category Recommended – While these policies are not required by law, they are highly recommended for effective school board operations.

See Appendix: CBI-R, CBI-F1, CBI-F2

The Winchester School Board shall annually evaluate the Superintendent of Winchester based on written criteria as established by the Board. Co-extensive with the Superintendent evaluation, the Board and Superintendent will jointly establish annual goals and objectives. The Board believes that establishing annual goals and objectives will serve as a benchmark and criteria for the Superintendent's annual evaluation.

The Superintendent is responsible for the services described in applicable status and Department of Education rules. In addition to and related to those responsibilities, the following areas are representative of those in which objectives may be set and progress appraised:

1. Fiscal management
2. Curriculum
3. Pupil achievement and assessment
4. Delivery of instruction
5. Relationship with the School Board
6. Administration of educational services
7. Administration of school facilities
8. Governance of pupils
9. Hiring and supervision of school district staff
10. Overall leadership on educational issues

The Board may choose not to annually evaluate and review every area listed above or may develop additional areas of focus in collaboration with the Superintendent.

The Board desires that the annual Superintendent evaluation and goal setting will clarify the Superintendent's role within the school community, address areas for the Superintendent to improve, and address areas for which the Superintendent should be commended.

Legal References:

N.H. Code of administrative Rules, Section Ed 303.01(k), Substantive Duties of School Boards, Superintendent Evaluation

NHSBA Note, September 2012: This policy has been amended generally and expands the areas of assessment. The areas of assessment are now related to statutory and regulatory duties of Superintendents, per NH RSAs and NHDOE rules. Additionally, NHSBA recommended Superintendent Evaluation form. Please contact NHSBA for more information.

Revised: August 2006

Reviewed: March 2004

Revised: November 1999

Revised: July 1998

Reviewed by WSB 10/2/08

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Reviewed & Approved by WSB 12/18/2018

