

December 9, 2015

CURRENT POLICY: EVALUATION OF THE SUPERINTENDENT (CBI)

Through evaluation of the Superintendent, the School Committee will strive to accomplish the following:

1. Clarify for the Superintendent his/her role in the school system as seen by the School Committee.
2. Clarify for all Committee members the role of the Superintendent in light of his/her job description and the immediate priorities among his/her responsibilities as agreed upon by the Committee and the Superintendent.
3. Develop harmonious working relationships between the School Committee and Superintendent.
4. Provide administrative leadership of excellence for the school system.

At the second business meeting in April of each year the School Committee and the Superintendent of Schools shall have completed its evaluation in writing, the Superintendent's performance in attaining the goals and objectives set for the past year, and shall formulate a set of objectives for the ensuing year. These objectives shall be presented publicly prior to June 30th for the following year.

Proposed Policy CBI: Modeled after MASC Language

The Hanover School Committee acknowledges that an annual evaluation of the Superintendent's performance as the Committee's executive officer and as the administrator of the public school system is a key task for the Committee. The School Committee will be responsible for evaluating the Superintendent annually by completing and submitting an evaluation form in accordance with the timeline established by the Hanover School Committee on April 29, 2015. The Chairman (or his/her designee) will compile and present a composite public evaluation to the Superintendent in accordance with DESE requirements and procedures established by the Committee.

The Superintendent will present written goals and objectives to the School Committee prior to September 1 of each fiscal year for Committee review and acceptance and/or modification. The Superintendent's performance will be reviewed in accordance with these specified goals and standards established by the DESE. Additional objectives may be established at intervals agreed upon with the Superintendent.

- Comment by Ms. Lynch that since the school committee election is soon and some members may not return- how do we get their input into the evaluation? She would like the 2 members who are up for reelection to submit their evaluations by the election date and have the most senior member of the committee (Mr. Phillips) hold the documents until the superintendent finishes his evaluation and include them
- She would like 2 votes- one vote to change the timetable so that the evaluations in the future would be done prior to the school committee election. The other vote should be to address the immediate concern for this year and to allow evaluations to be submitted from the 2 possible leaving members
- Comment by Ms. Booker that she is concerned that the new members voices wouldn't be heard and they are elected by the public, so they should be voicing their opinions and given equal weight as well
- Comment by Mr. Ferron that he is fine doing the work to push the evaluation process forward
- Comment by Mr. Geary that he serves on the board for NRC and first year members are given the chance to opt out of the evaluation of executive director for that reason- just as a reference point
- Motion by Geary to realign the summary evaluation dates to be no later than the last date in April. The motion was seconded by Phillips. The motion failed with neigh votes.
- Motion by Geary to realign superintendent summary evaluation to be presented 2 meetings prior to annual town elections. The motion was seconded by Phillips. The motion carried unanimously. April 6, 2016
- Motion by Geary for during school year FY15, to allow the potentially departing members of the school committee to write summative reviews of superintendent to be held by senior school committee member with the intent that the documents will be given equal weight as the current members in superintendent final evaluation for this fiscal year only. The motion was not seconded.
- Motion by Geary for the Superintendent Evaluation for FY15 that the departing members and members seeking reelection shall submit evaluations to most senior member of the school committee to be included in the end of year evaluation with equal weight to be included in the final evaluation document. The motion was seconded by Phillips. The motion carried unanimously.

Finance Department

Donations

- Total amount of donations for this week is \$2,350.00. Motion by Geary to accept the donations totaling \$2,350.00 as listed. The motion was seconded by Phillips. The motion carried unanimously.
- Total amount raised for Middle School Washington DC field trip is \$7,500.00 and will help to reduce the amount for each student attending

HMS Brick Fundraiser

- PTA fundraiser that focuses on school beautification and the revenue would be used for technology initiatives
- PTA would sponsor a fundraiser called the Commerative Brick Program providing functionality and curbside appeal at the front entrance way and provide revenue for technology
- This would be a five-year initiative and align with Vision 2020