

### III. Human Resources

#### E. Evaluation

##### 2. Evaluation of the Superintendent

The Narragansett School Committee recognizes that one of its most important duties is the selection and evaluation of the Superintendent. A high quality superintendent evaluation process helps to develop a sound School Committee/Superintendent relationship, provides clarity of roles, creates a common understanding of the leadership being provided, and provides a mechanism for public accountability.

In accordance with R.I.G.L. 16-2-9 and 16-2-11; the Narragansett School Committee will provide for a yearly written summative performance evaluation of the Superintendent. The evaluation instrument will be based upon professional standards for the superintendency jointly established by the American Association of School Administrators (AASA) and the National School Boards Association (NSBA). In addition to the standards-based evaluation, the instrument will also provide for the measurement of the Superintendent's progress toward successfully achieving district goals.

The purpose of evaluating the Superintendent is not to micro-manage the organization, but rather to provide oversight and public assurance that district policies are being effectively and efficiently implemented and to provide input and feedback to the Superintendent in order for continuous performance improvement to occur.

The School Committee will make every effort to ensure that the processes utilized to evaluate the Superintendent are fair and objective. Evaluation instruments will be designed to increase objectivity and decrease subjectivity. Fair application of the evaluation process is best determined through collaboration and agreement between the School Committee and Superintendent. Meetings between the School Committee and the Superintendent should occur to establish the Superintendent's goals, the evaluation instrument, process, and timeline to be used, the documentation of the superintendent's performance, and a summative evaluation conference.

In addition to the yearly, written summative evaluation, if requested, the Superintendent will present the School Committee with a midyear formative evaluation documenting progress toward the district goals. This midyear progress report will allow for corrective action, if needed, to be implemented to ensure the successful and timely completion of the district goals.

Based upon the results of the evaluation process, the School Committee shall compile a yearly report for public dissemination, informing the community of the Narragansett School System accomplishment of and/or progress toward district goals.

1<sup>st</sup> Reading: August 24, 2005  
 Adopted: September 21, 2005  
 Revised:

1<sup>st</sup> Reading: September 16, 2009  
 2<sup>nd</sup> Reading: October 21, 2009

Narragansett School System  
 Narragansett, Rhode Island