



Overview of the Superintendent Evaluation Process

Presented at School Committee Meeting by

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The Superintendent Evaluation Process Described in this Presentation Draws from:



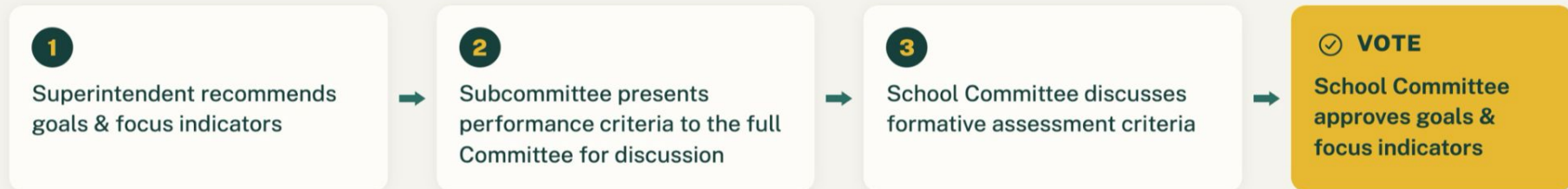
Agenda: Superintendent Evaluation Process

- **Overview of the Evaluation's Procedural Steps**
- **Superintendent Goals & Focus Indicators**
- **Draft Evaluation Timeline**
- **Discussion**

Overview of Procedural Steps DRAFT

Superintendent evaluation process, from goal-setting to the final public vote

PART 1 · SET GOALS & CRITERIA



PART 2 · ASSESS & EVALUATE



What the Evaluation Measures

DRAFT

The standards, goals and evidence the School Committee weighs

1 Key standards

Used by the School Committee to assess and rate performance.*

- Instructional Leadership
- Management and Operations
- Family and Community Engagement
- Professional Culture

2 Non-academic district goals

Examples of district goals that factor into the evaluation.

- Family Partnership & Engagement
- Leadership Excellence
- Workforce Excellence & Representation
- Belonging, Wellness & Joy

3 Goals & focus indicators

Examples of what shapes the superintendent's goals.

- SPS Strategic Plan 2025–2030
- District Instructional Focus
- Superintendent Performance Framework 2026–2027
- Data reports from ongoing improvement cycles across all schools

Evaluation Cycle, 2026–27 DRAFT

Superintendent evaluation, from goal-setting to the Committee's final vote

