

## SUPERINTENDENT EVALUATION AND GOAL SETTING

It is the intent of the Governor Wentworth Regional School Board to evaluate the Superintendent on a yearly basis. The evaluation will be completed on or before June 30th of each year.

The Superintendent's annual performance goals, established jointly with the board, will be presented on or before November 30th of each year and will be reviewed as part of the evaluation process. In addition to making progress toward agreed-upon goals, the Superintendent is also responsible for the services described in applicable statute and NH Admin Rules Ed 506.01.

Members of the Board will evaluate the Superintendent independently using a written/electronic form adopted for this purpose. Members must have served the prior twelve (12) months on the Board to participate in the evaluation of the Superintendent, with exceptions at the discretion of the board.

The Board Chair shall be in charge of facilitating the Superintendent evaluation process. The Board Chair shall present the final evaluation results to the Superintendent. The evaluation results will then be shared and discussed with the Superintendent and full Board in non-public session at their next meeting. The Board Chair, or their designee, will generate a summary document to be placed in the Superintendent's personnel file.

Evaluation of the Superintendent shall be conducted in such manner as to:

1. Identify strengths and provide constructive feedback to the Superintendent that will support and promote the Superintendent's professional growth and development;
2. Help the Board evaluate its work in planning the educational program in this community;
3. Strengthen the working relationship between the Board and the Superintendent by providing a comprehensive vehicle of communication.

### Legal Reference:

New Hampshire Code of Administrative Rules, Section Ed. 303.01(k), Substantive Duties of School Boards, Superintendent Evaluation

New Hampshire Code of Administrative Rules, Section Ed 506.01, Requirements and Certification for Educational Leadership and Administration

Adopted: **03/13/2023**

Governor Wentworth Regional School District Policy