

## **SUPERINTENDENT EVALUATION AND GOAL SETTING**

The Superintendent of Schools shall be evaluated annually by the school board and recommendations regarding his/her employment and salary status determined by the full school board prior to April 15<sup>th</sup>.

The Board will evaluate the Superintendent 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 statute 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 performance 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.

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

Related: CBI-R

SANBORN REGIONAL SCHOOL DISTRICT

SRSD FILE: CBI

Legal References:

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

Effective: June 8, 1983  
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