

# Evaluating the Superintendent



MASC Learning Lunch  
February 4, 2022

# Agenda for Today

## Overview:

How Superintendent Evaluation supports district work

## Review of Model Process:

5-step cycle

2-part tool

Multi-part rating system

## How it works:

What happens in each step of the cycle

Decisions to be made at each point

Tips for a smooth process

Additional considerations



# Overview:

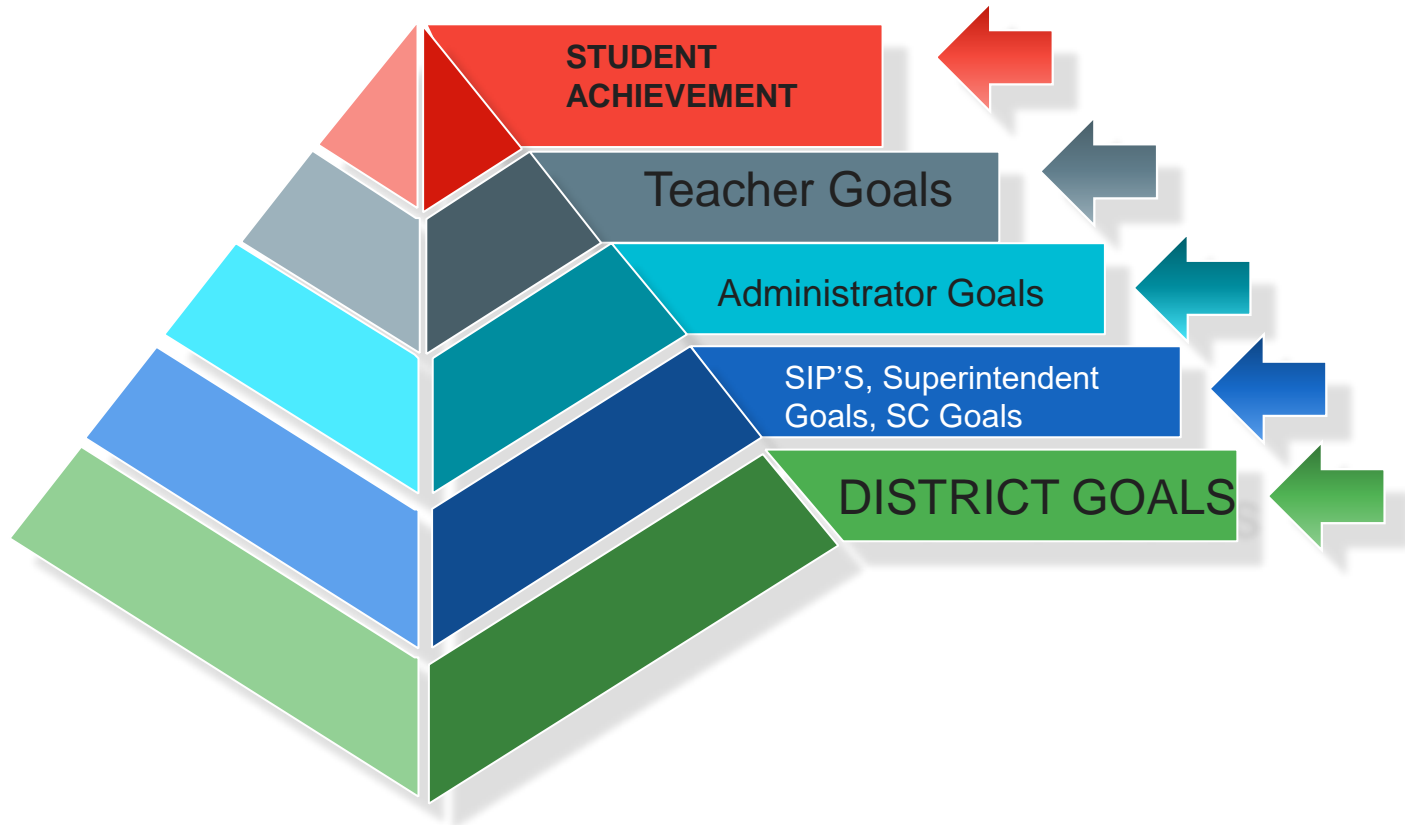


## **Educator Evaluation in Massachusetts**

Objectives

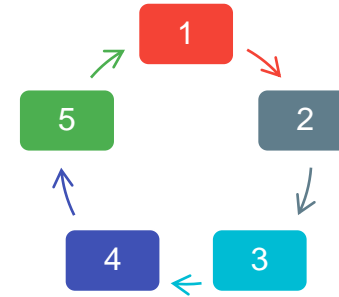
Background information

# Overview: Goal Alignment



# Three Key Components

1. Five step cycle



2. Two part tool

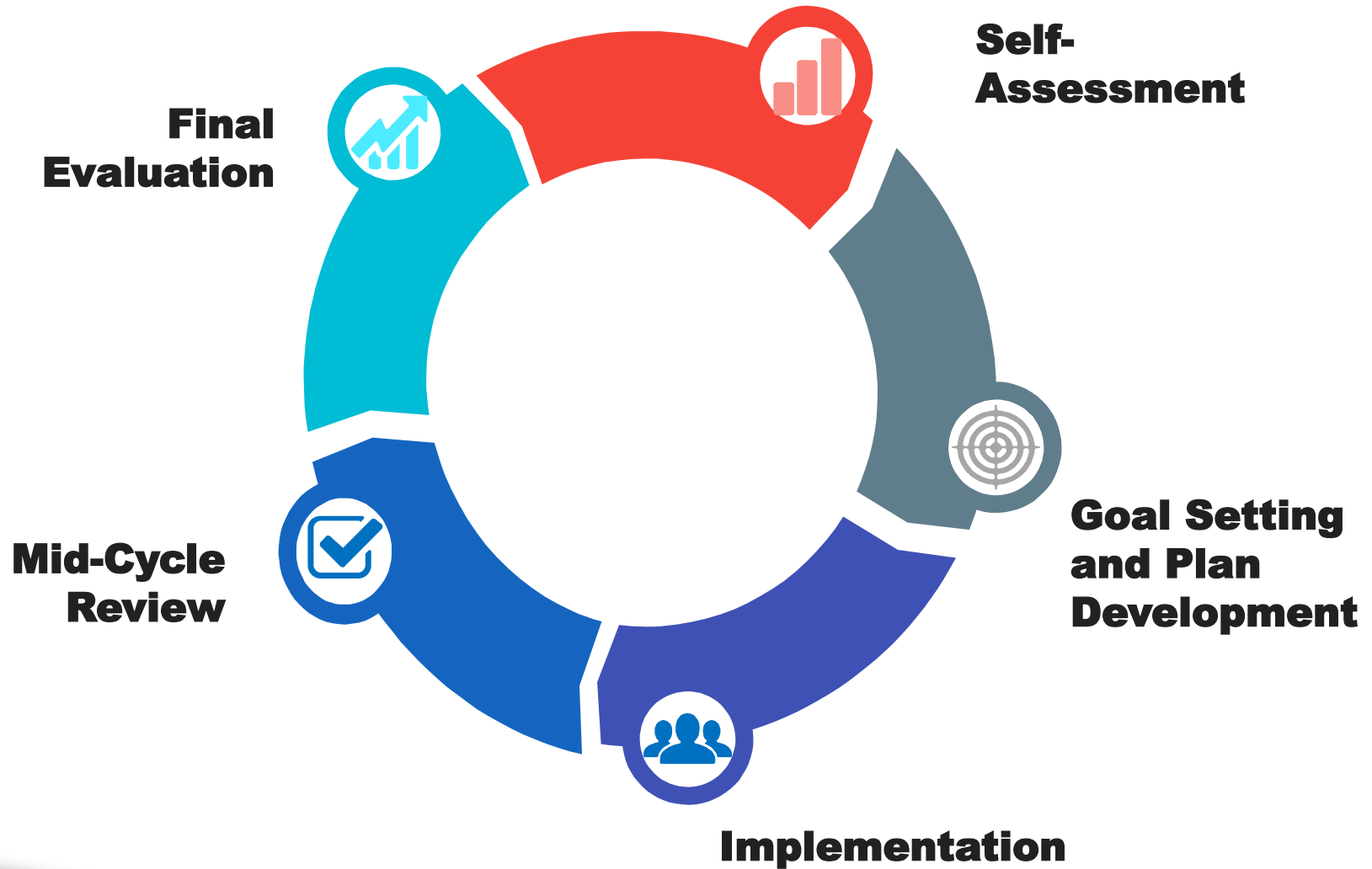
Part 1 - Goals

Part 2 - Standards

3. Multi-part Rating System



# 5 Step Cycle



# The Model Process

## Evaluation Tool: Part 1

### SMART Goals

- ✓ **S**pecific \* Strategic
- ✓ **M**easurable
- ✓ **A**ction-oriented
- ✓ **R**igorous, Realistic & Result-focused
- ✓ **T**imed & Tracked

SMART Goals have:

- ✓ Key Actions
- ✓ Benchmarks

### Goal Areas

- Professional Practice
- Student Learning
- District Improvement

# The Model Process

## Evaluation Tool: Part 2

### STANDARDS AND INDICATORS OF EFFECTIVE PROFESSIONAL PRACTICE

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

Source: DESE Educator Evaluation Regulations



# The Model Process: Multi-part Rating System

## SUMMATIVE PERFORMANCE RATING ON:

### GOALS:

- ✓ *Exceeded*
- ✓ *Met*
- ✓ *Significant Progress*
- ✓ *Some Progress*
- ✓ *Did Not Meet*

### STANDARDS:

- ✓ *Exemplary*
- ✓ *Proficient*
- ✓ *Needs Improvement*
- ✓ *Unsatisfactory*

OVERALL SUMMATIVE RATING: *Exemplary, Proficient, Needs Improvement, Unsatisfactory*

# How Does It Work?



# Goal Setting and Plan Development

Work with Superintendent to draft goals

- ✓ Can use subcommittee to begin work
- ✓ School Committee has final approval

Identify Standards, Indicators from Rubric

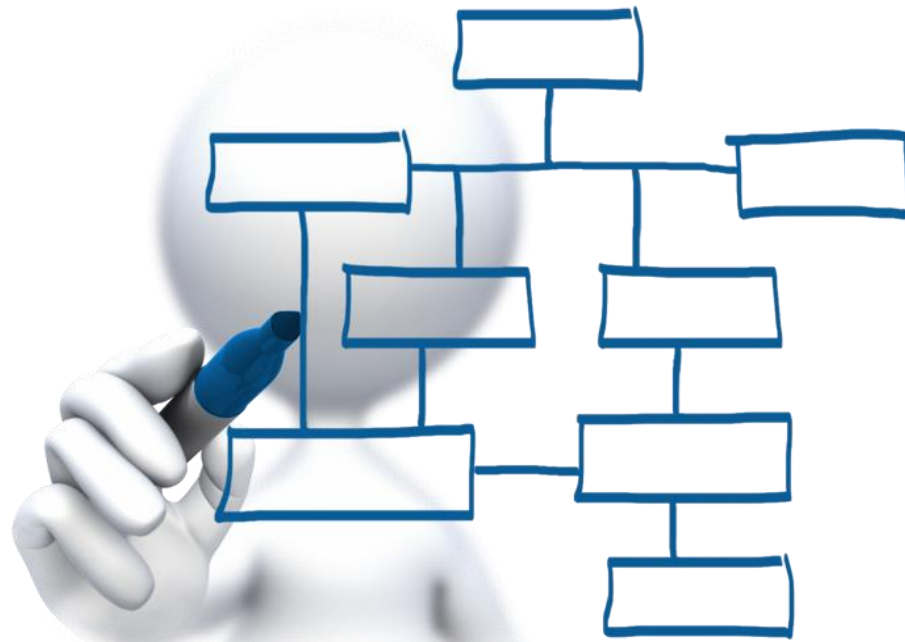
- ✓ All Standards must be evaluated

Decide on Weighting of Standards

**Discuss Evidence to demonstrate Proficiency/Progress**



# Implement the Plan



# Formative Assessment

- Check-in
- Opportunity for feedback
- Opportunity to re-align



# Summative Evaluation

1. Committee members complete individual evaluations
  - Superintendent self-assessment
  - Evidence of progress/proficiency
  - Form to complete evaluation
2. Composite Evaluation prepared
  - Chair or Designee
  - Subcommittee
  - *Discuss process for preparation*
3. Discussed and voted on by full Committee at a public meeting



# Required vs. Optional

## REQUIRED

- SMART Goals
  - District Improvement
  - Student Learning
  - Professional Practice
- Ratings on all 4 Standards
  - Instructional Leadership
  - Management & Operations
  - Family & Community Engagement
  - Professional Culture
- Overall Summative Rating

## OPTIONAL

- Do not need to use all Indicators
- Can weight Standards differently
- Timing of Evaluation cycle
- How Evaluation is used
- Process for completing evaluation

# Timing of the Cycle

**What makes the most sense in terms of planning and district work?**

When is data available?

Election time considerations:

Who prepares individual evaluations?

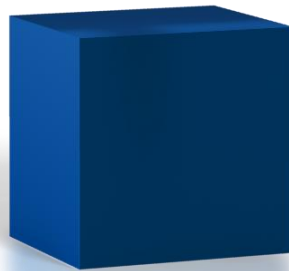
When are they prepared by outgoing members?

What about newly elected members?

Who votes?







# Upcoming Learning Lunches

April 8

Legislative Advocacy

May 6

Review of ESSER

June 3

Goal Setting

