

Okemos Board of Education

Superintendent Evaluation Committee Meeting

July 19, 2010

Attendees: Committee members Mary Graham, Andrew Saultz, and Jeffrey Theuer

The committee meeting convened at 8:45 a.m. in the superintendent's conference room at the school board office.

There were no public comments at the beginning of the meeting.

The committee continued its discussion concerning the evaluation document, range of ratings for categories to be evaluated, the evaluation process, use of a rubric similar to teacher evaluation, and other aspects of conducting the superintendent evaluation. Two questions considered were:

- * Should there be a pre-meeting with just the board to come to a consensus prior to meeting with the superintendent?
- * How should student performance be included in the evaluation?

The committee developed the following recommendations that the board should:

- narrow the range of ratings to limit variability on each area that will be evaluated.
- include a 1-1.5 page narrative from each board member as part of the evaluation
- make sure to include something like "projected indicators of goal accomplished" for each goal. This would allow the board to clarify expectations on the front end of the evaluation.
- make sure that "resources/professional development needed to accomplish goal" is included for each goal as well.

The committee also noted that the board needs to address student performance as part of the evaluation and that the board should also consider a possible 360 process.

The committee defined next steps to be:

1. Andrew will contact the publisher regarding whether Okemos can use *The Leadership Performance Matrix*.
2. Committee will compare new rubric with old evaluation and edit as necessary.
3. Report recommendations to Board
4. Discuss recommendations and process with Dr. Ash

The committee meeting was adjourned at 9:30 a.m.