

EVALUATION OF SCHOOL COMMITTEE OPERATIONAL PROCEDURES

The School Committee will review the effectiveness of its internal operations at least once annually. The superintendent and others who work regularly with the School Committee may be asked to participate in this review and to suggest ways by which the Committee can improve its functioning as a deliberative and legislative body.

The School Committee considers the following conditions crucial to evaluation that has as its primary purpose the improvement of School Committee leadership:

- A. School Committee members should be involved in the development of the standards by which they will evaluate themselves.
- B. Evaluation should be at a scheduled time and place, with no other items on the agenda, at a study or executive session and with all School Committee members present.
- C. The evaluation should be a composite of the individual School Committee members' opinions, and the School Committee as a whole should meet to discuss the results.
- D. The evaluation should include a discussion of strengths as well as weaknesses.
- E. The School Committee should not limit itself to those items that appear on an evaluation form. No form or set of guidelines could encompass the totality of a school committee's responsibilities.
- F. Each judgment should be supported by as much rational and objective evidence as possible.

When the School Committee has received the composite evaluation profile, the School Committee members will discuss the results in detail and formulate a series of objectives for the ensuing year. These objectives will be stated in the form of behavioral changes or productivity gains. This approach assumes that an individual is capable of improvement and that chances for improvement are enhanced if evaluation is carried out systematically in accordance with good planning, conscientious follow-through, and careful assessment of results.

Cross Reference: BA, School Committee Operational Goals

Adopted: 1988