

MESD: Superintendent Evaluation Timeline 2025-2026

September 16

1. Board approves superintendent evaluation standards.
2. Board approves the superintendent's evaluation document including the superintendent's goals for the 2025-26 year.
3. Board approves the evaluation timeline

November 18

1. Superintendent provides an update on progress towards evaluation goals/standards.
2. The Board may go into executive session if it desires to give feedback to the superintendent.

January 20

1. Superintendent is asked to complete a self-evaluation and share it with the Board on February 17.
2. The Board may go into executive session if it desires to give feedback to the superintendent.

February 17

1. Superintendent provides update on progress towards evaluation goals/standards.
2. Board members receive Superintendent Evaluation form and complete this individually no later than March 6.
3. 360 Evaluation sent out to component districts with a March 6 deadline.
4. In executive session, superintendent shares their self-evaluation with board. After any clarifying question from the board, the superintendent exits the executive session.

March 6

1. Board members must have completed the evaluation survey and submit to the Board Secretary by this date.
2. 360 evaluation is completed and submitted by MESD Cabinet members.

March 17

- 1 In executive session, the board reviews and has an open discussion regarding the completed superintendent evaluation survey

March 31

1. Committee chair prepares evaluation and report prior to April 21. Committee works to create a single evaluation with a single voice based on Board feedback. This is not just an average of the individual scores and/or a compilation of all comments.

April 21

1. In executive session, the board presents the evaluation to the superintendent for final comment/feedback. (According to the superintendent's contract, he may request this in open session.)
2. The board approves the final superintendent's evaluation in public session. At this point the evaluation becomes a public document.
3. A press release should be developed (perhaps in advance) and released to the media.