

# MSBA Workshop: Superintendent Evaluation

Two primary responsibilities of a school board are to hire a superintendent and evaluate their performance. School boards exercise great care in finding the right person to lead their district, and an equal amount of care is needed to develop a clear and effective process for evaluating a superintendent's performance in that role. The topics in MSBA's Superintendent Evaluation workshop include:

- Overview of strategic governance model and why it's important
- Discussion of the Board's role in evaluating the superintendent
- Review of the Goals- and Standards-Based Evaluation process
- Review of model policies 205 and 406
- Consideration of Do's and Don'ts of the evaluation process

Workshop activities include:

- Developing superintendent goals
- Developing school board goals
- Identifying superintendent performance standards and evidence
- Clarifying timeline, expectations, and next steps

Each board member and the superintendent receive a copy of MSBA's **Goals- and Standards-Based Superintendent Evaluation: A Resource for School Board Members and Superintendents**. This booklet contains guidance on the process, sample evaluation forms, and other material board members can adapt for their district's specific needs.

The knowledge this workshop provides helps board-superintendent teams clarify expectations and goals, as well as build trust and open communication practices regarding performance evaluations. Cost is \$1,295 in-district (\$995 virtual) and includes all time and materials. This workshop is available only to MSBA members.

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