

Developing a Professional Growth Plan (PGP) for the Superintendent

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Evaluating the Superintendent

- Teachers are evaluated by principals.
- Principals are evaluated by the Superintendent.
- Should the Superintendent be evaluated?
- Can Board Members evaluate the Superintendent?

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2

YES!!!

- The Superintendent **SHOULD** be evaluated by the Board of Education.
- The District's CEO should receive regular and formal feedback and guidance.

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3

Why should the Superintendent be evaluated?

- Provides a basis for evaluating weak areas
- Provides a basis for rewarding satisfactory job performance
- Offers protection from lawsuits & criticism from BOTH terminated superintendents & constituents angered over supt.'s performance and salary
- At its best – Evaluation is a communication process

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4

Superintendent Evaluation

*The Board can govern when it knows
-what the Superintendent is going to do
and
-whether it's getting done.*

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5

The Superintendent Evaluation

- Defines what is expected of the Superintendent
- Requires identifying and prioritizing the District's goals.

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6

An Effective Supt. Assessment Offers:

- Encouraging praise
- Instructive criticism
- Suggestions for overcoming shortcomings and problems

It clarifies roles, expectations & performance

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7

Getting Started

Board must agree upon:

- HOW the Bd. will determine what to evaluate,
- WHAT instrument / form(s) or method it will use to evaluate,
- WHEN the evaluation's various steps will occur (timeline).

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8

What should be evaluated?

- NM Admin. Competencies
- Job Description / Additional Supt. Competencies adopted by the local board - Examples:
 - Supt. / Bd. Relationship
 - Morale of Dist. Employees
 - Safety of Dist. Students
 - Parental Satisfaction
 - Relationships w/ Community Leaders
- District Goals adopted by the local board
- Supt's Professional Goals

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9
