Wareham Public Schools
Superintendent Evaluation Form 2018-2019

Superintendent: Kimberly Shaver-Hood
Evaluation period:

SUMMARY REPORT
___ Michael Flaherty, Chair
___ Apryl Rossi, Vice-Chair
___ Joyce Bacchiocchi, Secretary
___ Laurie Spear
___ Mary Morgan
TOTAL:

Rating Scale:
4-Exemplary 3-Proficient 2-Needs Improvement 0-Unsatisfactory

Salary Increase Scale
Overall Rating - The overall rating is an average of all committee member evaluations.

<table>
<thead>
<tr>
<th>Rating</th>
<th>Point Scale</th>
<th>Percent (%) Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>4-Exemplary</td>
<td>90-100</td>
<td>4-5</td>
</tr>
<tr>
<td>3-Proficient</td>
<td>80-89</td>
<td>0-3</td>
</tr>
<tr>
<td>1-Needs Improvement</td>
<td>65-79</td>
<td>0</td>
</tr>
<tr>
<td>0- Unsatisfactory</td>
<td>0-64</td>
<td>0</td>
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</tbody>
</table>

Total Evaluation Score breakdown
Maximum total points 100

Goals and Objectives 40 points Maximum

General Responsibilities 60 points Maximum

Total Points

Based on the evaluation system above the Superintendent is eligible for an increase of

____________________
Wareham School Committee Member Date
Goals and Objectives

Goals and Objectives are agreed upon between the Superintendent of Schools and the Wareham School Committee as part of the prior year's evaluation or at the time the position is accepted. Goals and Objectives must be specifically related to the evaluation period and non-recurring in nature.

Points-Exemplary 9-10 Proficient 7-8 Needs Improvement 5-6 Unsatisfactory 0-4

GOALS:

1. The Superintendent will ensure all students have access to a challenging and engaging instruction that is both rigorous and meets student's individual needs. (Student Learning) 12

2. The Superintendent will support the Minot Forest Building Project, and continue to develop and support the district's capital plan. (Professional Practice) 8

3. The Superintendent will improve academic performance of all students with specific focus on student subgroups. (District Improvement) 12

4. The Superintendent will facilitate a communication system that will inform, listen, and update all members of the school community of procedures, policies, academic programs, opportunities and concern. (Family/Community Engagement) 8

Goals and Objectives Total Score Total _______ 

*Weight X Points I 10 = Score

*Weight Total must add up to 40 and individual goal weights must be the same for all School Committee members and approved by a vote of the School Committee with the approval of the goals.

Additional Comments:


<table>
<thead>
<tr>
<th>Exemplary Points</th>
<th>Proficient Points</th>
<th>Needs Improvement Points</th>
<th>Unsatisfactory Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>9.0 - 10</td>
<td>8 - 8.9</td>
<td>6.5 - 7.9</td>
<td>0 - 6.4</td>
</tr>
</tbody>
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**General Responsibilities**

- **Standard 1: Instructional Leadership**
  Rating (see point scale above)__________ x 1.5 ___

- **Standard II: Management & Operations**
  Rating (see point scale above)__________ x 1.5 ___

- **Standard III: Family & Community**
  Rating (see point scale above)__________ x 1.5 ___

- **Standard IV: Professional Culture**
  Rating (see point scale above)__________ x 1.5 ___

Score Total_________