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>
</tr>
</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.

<table>
<thead>
<tr>
<th>Points-</th>
<th>Exemplary 9-10</th>
<th>Proficient 7-8</th>
<th>Needs Improvement 5-6</th>
<th>Unsatisfactory 0-4</th>
</tr>
</thead>
</table>

**GOALS:**

1. The Superintendent will continue to develop and support the district's capital plan, support the elementary building project, and continue to work collaboratively on the strategic plan. (Professional Practice)

   8

2. The Superintendent will work collaboratively with administrators and staff to improve academic and social outcomes for all students. (Student Learning)

   12

3. The Superintendent will work with stakeholders to increase the employees' emotional intelligence to impact all stakeholders. (District Improvement)

   12

4. The Superintendent will enhance school leaders' connections to Families and the community. (Family/Community Engagement)

   8

**Goals and Objectives Total**

**Score Total**

*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:**

___________________________________________________________________________

___________________________________________________________________________

___________________________________________________________________________
Exemplary Points 9.0 - 10
Proficient 8.0 - 8.9
Needs Improvement 6.5 - 7.9
Unsatisfactory 0 - 6.4

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_________