

Request for Future Agenda Item

1 message

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Mon, Jul 7, 2025 at 2:30 PM

To: Louise Dinsmore <louise.dinsmore@chariho.k12.ri.us>, Angela Brasil <angela.brasil@chariho.k12.ri.us>, Gina Picard <Gina.Picard@chariho.k12.ri.us>

Madame Chair,

I realized I may have neglected to follow up after the end of the last meeting with my agenda item in writing.

I am writing to you to formally request an agenda item related to re-shaping the Superintendent's evaluation process. I have been frustrated for the last few years over not having a formal evaluation process for the Superintendent. Our teachers are evaluated, I believe, every 3 years and have formal evaluation files but there is nothing in place for the leader of our district. I would like to see that change. Currently we are receiving the Superintendent's goals in October and then getting a progress report before action must be taken on her contract in March/April. I believe that process needs to be formalized and memorialized in a more concrete manner.

Below is a list of possible items for consideration.

- 1) Creation of a Subcommittee: Oversee the evaluation of the Superintendent. My vision would be a subcommittee of 6 (2 from each town) that can put some structure around the superintendents goals and help with setting those goals and the metrics by which they should be measured. Having these goals and metrics better defined, more than just broad brush-stroke statements will allow us as a committee to better understand the progress towards those goals.
- 2) Staff feedback: Give the employees a chance to review their boss. This is an important part of being a good leader. Understanding where a manager is doing well and might be struggling with staff is important to developing as a leader. This feedback should be provided earlier in the year, January/February timeframe to allow for the SC to digest and understand what we are seeing and hearing.
- 3) Community feedback: March agenda item for the community to provide their feedback on the Superintendent and progress of the district under the Superintendent's leadership.
- 4) Superintendent Update: At the same Match meeting the Superintendent provides an update on her goals and the progress made. I believe this and point 3 should be its own special meeting but that is just my \$0.02 as the meeting agendas have been substantial and 1 meeting a month is not sufficient for getting through all the SC business without being there until 11pm or later.
- 5) Written Documentation: Formal written evaluation, some type of scoring rubric should be developed to document areas of strength and weakness not limited to just academic progress but should include soft-skills.

Please let me know if you have any questions.

Respectfully,

Tyler

