

**NRSD School Committee Subcommittee Goals for PERSONNEL**

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**Responsibilities:**

- Assist the SC Chair with oversight of the superintendent evaluation process.
- Negotiate Superintendent contract and salary
- Identify District personnel needs that support improved student learning
- Participate in negotiations for 2016-17 Collective Bargaining Agreements

**Goal 1: Facilitate the superintendent’s and school committee’s participation in the Superintendent Evaluation Process**

Activities to Achieve	Timing
<ul style="list-style-type: none"> <li>• Work with superintendent to develop the Superintendent’s Annual Plan that will be presented to the School Committee for discussion and approval</li> <li>• Work with the Superintendent to prepare his progress report for the mid-cycle goals review meeting with the school committee</li> <li>• Facilitate the development of the End-of-Cycle and Summative Evaluation Report with the School Committee and the Superintendent</li> </ul>	<ul style="list-style-type: none"> <li>• October 7, 2015</li> <li>• January 27, 2016</li> <li>• April 6, 2015 or May 4, 2016</li> </ul>

**Goal 2: Negotiate Superintendent Contract**

Activities to Achieve	Timing
<ul style="list-style-type: none"> <li>• Develop a timeline and protocol for engaging in contract negotiations with the Superintendent.</li> </ul>	<ul style="list-style-type: none"> <li>• October 21, 2015</li> </ul>

**Goal 3: Identify District personnel needs for the 2016-2017 school year**

Activities to Achieve	Timing
<ul style="list-style-type: none"> <li>• Evaluate information relative to personnel needs that support improved student learning</li> <li>• Make recommendations relative to personnel needs and identify their implications, for the FY17 (school year 2016-2017)</li> </ul>	<ul style="list-style-type: none"> <li>• October, 2015</li> <li>• November 2015</li> </ul>

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**Goal 4: Begin preparation for 2016-17 Collective Bargaining Agreements**

Activities to Achieve	Timing
<ul style="list-style-type: none"><li>• Meet with Director of Human Resources to determine what steps are necessary in order to prepare for 2016-2017 Collective Bargaining Agreements</li><li>• Consult with MASC regarding training and resources to prepare members of the School Committee for collective bargaining.</li></ul>	<ul style="list-style-type: none"><li>• January 2016</li><li>• November 2015</li></ul>