

**OWOSSO PUBLIC SCHOOLS**  
**Board of Education Meeting**  
**December 9, 2019**  
**Report 19-151**

**FOR ACTION**

Subject:

Evaluation of Superintendent Dr. Andrea Tuttle.

Recommendation

Resolve that the Board of Education adopt to evaluate the Superintendent biennially instead of annually, effective with the 2019-2020 school year, based upon highly effective educator effectiveness ratings consecutively 2012-2013 through the 2018-2019 school years. In addition, resolve that the Board of Education extend the Superintendent's contract one year to be employed under a five-year contract from July 1, 2020 through June 30, 2025.

Statement of Purpose/Issue:

Superintendent Tuttle is employed under a five-year contract from July 1, 2019 through June 30, 2024. Each year, the Board of Education reviews the Superintendent's contract to extend based upon the discussion of the Superintendent's evaluation.

Facts/Statistics:

The Revised School Code Section 380.1249b and Board Policy 1240 requires the Board of Education to evaluate the Superintendent's job performance annually as part of a comprehensive performance evaluation. The Michigan Association of School Boards (MASB) Superintendent Evaluation instrument shall be used to evaluate the Superintendent. The MASB Superintendent Evaluation instrument has been established as state-approved pursuant to Public Act 173. The Board of Education and Superintendent received training on the MASB Superintendent Evaluation instrument October 10, 2016.

Collectively, the Board of Education discussed the evaluation of Superintendent Dr. Andrea Tuttle during closed session November 25, 2019 and collectively recommended, beginning with the 2019-2020 school year, to evaluate the Superintendent biennially based upon consecutive highly effective evaluation ratings for the past seven (7) years; the 2012-2013 through the 2018-2019 school years. This follows the same practice that is currently in place for District teachers and building administrators upon completion of three (3) consecutive highly effective annual year-end evaluations.

Board Policy 1240 and Section 1249b of the Revised School Code provide that if a Superintendent rated highly effective on three (3) consecutive annual year-end evaluations the school district may choose to conduct an evaluation biennially instead of annually. However, if a Superintendent is not rated as highly effective on one of these biennial evaluations, the Superintendent shall again be provided with annual evaluations.

District Goal Addressed:

Routine Business

Motion: Mowen

Seconded: Krauss

Vote – Ayes: Jenc, Krauss, Mowen, Ochodnick, Quick Nays: None Motion: Passed