

Dr. Marta Pérez, Member

**SUBJECT: SUPERINTENDENT'S EVALUATION WORKSHOP**

**COMMITTEE: SCHOOL SUPPORT & ACCOUNTABILITY**

In accordance to the Superintendent's Employment Agreement entered into at the May 17, 2004 Special Board Meeting, the Superintendent's contract term shall be automatically extended for four years until June 30, 2010 if the Superintendent is employed as Superintendent on July 1, 2006. The Employment Agreement further provides that the Superintendent "shall be provided an opportunity to discuss his self assessment with the Board" on an annual basis.

In light of the significance of the "Extension Terms" provision of the Superintendent's Employment Agreement, the School Board should hold a workshop to evaluate the Superintendent and provide an opportunity to him to discuss his self-assessment prior to extending his contract to June 30, 2010. This workshop could be conducted with Ms. Caroline Kitchens as facilitator because of her expertise in this area or the School Board Chair or his designee could serve as facilitator.

The School Board, as the guardian of the public trust, must provide an appropriate mechanism to ensure a transparent process of assessment before implementing the extension terms of the Superintendent's contract and awarding an additional four-year contract to the Superintendent. This workshop should occur during May, 2006 in order for the Board and the Superintendent to conduct this assessment in June in time for the Board to act on the Extension Terms of the Superintendent's Contract Agreement.

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**ACTION PROPOSED BY  
DR. MARTA PÉREZ:**

That the School Board of Miami-Dade County do the following:

1. Hold a workshop during May 2006 to provide an opportunity to discuss the Superintendent's self-assessment prior to the implementation of the Extension Terms of the Superintendent's Employment Agreement.
2. Employ Ms. Caroline Kitchen as facilitator of this workshop