

Date:

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## EDUCATION AND CULTURAL AFFAIRS

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### STATE OF MAINE HOUSE OF REPRESENTATIVES 130TH LEGISLATURE FIRST SPECIAL SESSION

COMMITTEE AMENDMENT “ ” to H.P. 474, L.D. 643, “An Act To Direct the Department of Education To Establish a Working Group To Determine Best Practices and Accountability Standards for School Boards To Manage the Performance of Superintendents”

Amend the bill by striking out the title and substituting the following:

**'Resolve, Directing the Department of Education To Establish a Working Group To Determine Best Practices and Accountability Standards for School Boards To Manage the Performance of Superintendents'**

Amend the bill by striking out everything after the title and inserting the following:

**'Sec. 1. Department of Education to establish working group. Resolved:** That the Commissioner of Education shall establish a working group to improve the training of school boards in their role of hiring, evaluating and overseeing superintendents. The working group shall develop a best practices module for diverse and inclusive executive hiring practices and create a standardized performance evaluation system that solicits feedback from multiple sources and from a variety of points of view, akin to a 360-degree performance evaluation system and that incorporates best practices and board member training tools. The commissioner shall invite the following members to participate in the working group:

1. One member from a statewide organization representing school board members;
2. One member from an organization with expertise in measurement and evaluation in service of strategic school systems and states;
3. One member from an organization with cross-sectoral specialization in organizational governance, goal setting based on specific, measurable, attainable, relevant, and time-bound criteria and 360-degree performance evaluation systems;
4. One member with expertise in diversity, equity and inclusion in hiring and evaluation; and
5. Three members who are active school board members or community volunteers.

6 Amend the bill by relettering or renumbering any nonconsecutive Part letter or section  
7 number to read consecutively.

9 This amendment, which is the majority report of the committee, replaces the bill with  
10 a resolve. The amendment provides that the working group must improve the training of  
11 school boards in their role of hiring, evaluating and overseeing superintendents. It also  
12 directs the Commissioner of Education to invite the following members to participate in  
13 the working group:

1. A member from a statewide organization representing school board members;
2. A member from an organization with expertise in measurement and evaluation in service of strategic school systems and states;
3. A member from an organization with cross-sectoral specialization in organizational governance, specific, measurable, attainable, relevant and time-bound criteria goal setting and 360-degree performance evaluation systems;
4. A member with expertise in diversity, equity and inclusion in hiring and evaluation; and
5. Three members who are active school board members or community volunteers.

23 It also requires the commissioner to report back to the Joint Standing Committee on  
24 Education and Cultural Affairs no later than January 1, 2022 and authorizes the Joint  
25 Standing Committee on Education and Cultural Affairs to report out a bill to the Second  
26 Regular Session of the 130th Legislature.

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## COMMITTEE AMENDMENT