

STATE OF MAINE

—  
IN THE YEAR OF OUR LORD  
TWO THOUSAND TWENTY-ONE

—  
H.P. 474 - L.D. 643

**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**

**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.

**Sec. 2. Report. Resolved:** That the Commissioner of Education shall report to the Joint Standing Committee on Education and Cultural Affairs, no later than January 1, 2022, on the findings and any recommendations developed pursuant to section 1. The Joint Standing Committee on Education and Cultural Affairs may report out a bill related to the report to the Second Regular Session of the 130th Legislature.