



#26-213

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September 15, 2026

WHEREAS: Massachusetts law mandates that School Committees implement a rigorous and comprehensive evaluation process for all educators, including Superintendents (603 CMR 35.00); and

WHEREAS: In Cambridge, the Superintendent's employment agreement stipulates that "the Superintendent shall be evaluated annually by the Committee" and that "The Committee and the Superintendent shall agree upon a time in each year...to conduct the Superintendent's evaluation" (Section 7(B), "Employment Agreement Between The Cambridge Public Schools And David Murphy 2025-2029"); and

WHEREAS: The Superintendent has not yet received an evaluation during the 2026-27 school year; now therefore be it

RESOLVED: That the School Committee conduct a summative evaluation no later than June 30, 2027.

Superintendent Evaluation Timeline

Draft

September 15, 2026

STEPS	PROCESS/COMMENTS	DATES
Self-Assessment	Superintendent presents self-assessment.	October Special Meeting TBD
Analysis, Goal Setting, and Plan Development	During a public meeting, the school committee and superintendent review the proposed goals, key strategies, and progress benchmarks, along with the proposed focus Indicators. 2. In consultation with the superintendent and with the objective of achieving mutual agreement, the committee revises as needed and approves the goals and related focus Indicators. These goals—along with key strategies and benchmarks of progress—become the Superintendent's Annual Plan. 3. The plan also outlines the evidence that will be used to assess goal progress and determine performance ratings on each Standard and overall.	October Special Meeting TBD
Plan Implementation and Collection of Evidence		Ongoing throughout the year
Formative Assessment / Evaluation	At a mid-cycle public meeting (or series of meetings), the Superintendent reports on progress made on the goals in the Superintendent's Annual Plan. The school committee reviews the report, offers feedback, and discusses progress and possible mid-cycle adjustments with the superintendent.	March 16, 2027
Summative Evaluation	The Superintendent prepares an End-of-Cycle Report on goal progress and performance against the focus Indicators for each Standard. In a public meeting, the school committee completes a performance review and End-of-Cycle Summative Evaluation Report assessing attainment of the goals and the Superintendent's performance against the Standards. Following the exchange of information contemplated by the Superintendent's contract and DESE regulations The Committee will share its evaluation of the Superintendent.	June 15, 2027