

**Hudson Community School District  
*Superintendent Evaluation Form***

**Job Responsibilities**

**STANDARD #1: A superintendent is an educational leader who promotes the success of all students by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the school community.**

**Performance Indicators:**

- 1) Sets priorities for the improvement of student achievement
- 2) Articulates and promotes high expectations for teaching and learning
- 3) Works collaboratively with the staff to implement a vision of comprehensive school improvement
- 4) Works with the community to implement a vision of comprehensive school improvement
- 5) Gathers, analyzes, and uses district data for decision making for school improvement

**Supporting Evidence:**

**Board Comments:**

**Standard #2: A superintendent is an educational leader who promotes the success of all students by advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff professional development.**

**Performance Indicators:**

- 6) Provides leadership for annually assessing and setting priorities on student and district needs
- 7) Evaluates and provides direction for improving school district programs
- 8) Provides leadership for developing and improving school environment and culture
- 9) Provides encouragement and opportunities to help staff become more effective teachers
- 10) Evaluates staff and provides direction for improving instructional strategies
- 11) Develops and offers opportunities for the professional development of staff
- 12) Encourages and facilitates the use of technology to improve teaching and learning
- 13) Encourages and supports personal and professional development among staff
- 14) Demonstrates knowledge of professional issues and best practices in education
- 15) Works to continuously improve professionally

**Supporting Evidence:**

**Board Comments:**

**Standard #3: A superintendent is an educational leader who promotes the success of all students by ensuring management of the organization, operations, and resources for a safe, efficient, and effective learning environment.**

**Performance Indicators:**

- 16) Plans, assesses, and oversees distribution of district resources
- 17) Facilitates periodic review of curriculum, school policies, and procedures
- 18) Complies with district personnel policies and rules
- 19) Demonstrates the ability to motivate improved performance in staff members
- 20) Monitors recruitment and selection of district personnel
- 21) Demonstrates knowledge of and keeps current on funding sources
- 22) Effectively manages revenues and expenditures of the district budget
- 23) Effectively oversees maintenance and upgrade of district facilities
- 24) Consistently applies the legal requirements for personnel selection, retention, and dismissal
- 25) Ensures that policies and rules are uniformly observed and enforced
- 26) Formulates and implements plans for staff communications

**Supporting Evidence:**

**Board Comments:**

**Standard #4: A superintendent is an educational leader who promotes the success of all students by collaborating with families and community members, responding to diverse community interests and needs, and mobilizing community resources.**

**Performance Indicators:**

- 27) Provides leadership for improving parent/student/community involvement in the schools
- 28) Promotes, demonstrates, and supports clear two-way communication at all levels
- 29) Effectively communicates district information to the community and media
- 30) Provides leadership for developing a positive rapport between the school and community

**Supporting Evidence:**

**Board Comments:**

**Standard #5: A superintendent is an educational leader who promotes the success of all students by acting with integrity, fairness, and in an ethical manner.**

**Performance Indicators:**

- 31) Conducts himself in an ethical, trustworthy and professional manner at all times
- 32) Demonstrates understanding of professional issues and developments in education
- 33) Is fair and equitable in the treatment of others
- 34) Demonstrates integrity at all times
- 35) Establishes practices to promote personal, physical, and emotional health

**Supporting Evidence:**

**Board Comments:**

**Standard #6: A superintendent is an educational leader who promotes the success of all students by understanding, responding to, and influencing the larger political, social, economic, legal, and cultural context.**

**Performance Indicators:**

- 36) Serves as an articulate spokesperson for the welfare of all members of the learning community
- 37) Demonstrates respect for diversity in students, staff, and programs
- 38) Advocates in the political environment for the improvement of teaching and learning
- 39) Communicates clearly to the community about district issues and performance
- 40) Works effectively with the Board on defining roles, expectations, procedures, and policies
- 41) Recommends district policy in consideration of federal, state, and local expectations
- 42) Supports the district school improvement plan and accurately reports progress on goals

**Supporting Evidence:**

**Board Comments:**

## Overall Summary

**Significant Achievements:**

**Areas for Growth:**

**Superintendent Comments:**

**Board Comments:**

**Superintendent's Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Evaluation Period:** July 1, 201\_ to June 30, 201\_

**Board President's Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_