

WELLSVILLE USD 289  
BOARD OF EDUCATION  
SUPERINTENDENT EVALUATION

AREAS OF RESPONSIBILITY	EVALUATION ASSESSMENT LEVELS				
Is effective in these areas:	Strongly Agree	Agree	Agree Somewhat	Disagree	Strongly Disagree
<b>ADMINISTRATIVE/LEADERSHIP:</b>					
a) Liaison between school & community					
b) Promotes School Programs					
c) Provides Support to Employees					
d) Administrative Team Facilitation					
e) Makes Research-based Recommendations					
f) Acts Promptly to improve situations					
g) Proactively Plans for the Future					
h) Defends principles; despite pressure and outside influences					
i) Implements In-service Programs to provide Staff Performance Improvement					
j) Delegates authority & responsibility					
<b>FINANCIAL MANAGEMENT:</b>					
a) Knowledgeable of Current Legislative Issues					
b) Knowledgeable of Budget Preparation					
c) Informs Board of Budgetary Issues/Concerns					
d) Plans for the Unexpected to the extent possible					
e) Adheres to Federal, State & Local Guidelines					
f) Provides Explanations Upon Request					
g) Allows input from Board & community on the District's budget					
<b>CURRICULUM, POLICIES, &amp; PROCEDURES:</b>					
a) Act in accordance w/Federal, State and District Policies					
b) Follows District Policies as Relating to Tenure, Retention and Transfer of Staff					
c) Evaluates Staff in Accordance w/Policy					
d) Interprets & Executes the intent of the Board and its policies					
e) Supports Board Policy and actions					
f) Understands and keeps informed regarding all aspects of the instructional program(s)					
g) Works with District Staff on Curriculum					

AREAS OF RESPONSIBILITY

EVALUATION ASSESSMENT LEVELS

<b>Is effective in these areas:</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Agree Somewhat</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
<b>COMMUNICATIONS:</b>					
a) Communication & Interaction w/Board					
b) Good rapport with district administrators					
c) Interacts well and encourages discussion with district staff and personnel at all levels					
d) Keeps Board informed on issues, needs, and district operations					
e) Solicits opinions from all groups & individuals					
f) Listens openly and without judgement					
g) Relates well with community leaders and various public organizations					
h) Informs Media in an accurate and timely manner regarding district events/issues					
i) Promotes positive communication with students, staff, parents & community					
<b>PERSONAL &amp; PROFESSIONAL:</b>					
a) Projects a professional image					
b) Maintains a healthy “teamwork” concept					
c) Promotes good staff morale and loyalty					
d) Projects image of community education leader					
e) Maintains high standards of ethics, honesty and integrity in all matters					
f) Maintains poise and emotional stability in all professional activities					
g) Utilizes the talents and abilities of staff and community in district policies & projects					

**Areas of Excelling:** \_\_\_\_\_

\_\_\_\_\_

**Areas Needing Improvement:** \_\_\_\_\_

\_\_\_\_\_

**PERSONAL OBJECTIVES:** Commence      Conclude

1. \_\_\_\_\_

\_\_\_\_\_

2. \_\_\_\_\_  
\_\_\_\_\_

**PROFESSIONAL OBJECTIVES:**

**Commence**

**Conclude**

1. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

3. \_\_\_\_\_  
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\_\_\_\_\_

**Additional Comments:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**BOARD'S RECOMMENDATION:**

\_\_\_\_\_ **Continue in Employment**

\_\_\_\_\_ **Continue in Employment after improvement conference**

\_\_\_\_\_ **Recommend Non-Renewal**

**Signature acknowledges completion of evaluation, not necessarily agreement.**

**Superintendent** \_\_\_\_\_ **Date** \_\_\_\_\_

**Board President** \_\_\_\_\_ **Date** \_\_\_\_\_