

SUPERINTENDENT EVALUATION FORM

Name of Superintendent _____ Date _____

All items rated with a "1" require additional explanation. The reverse side of the page may be used for explanations and additional comments. * Signifies the State Board of Education minimum criteria for effective administrative performance.

3 - Commendable

2 - Meets Expectations

1 - Needs Improvement

ADMINISTRATION

3 2 1

1. The superintendent exerts strong educational leadership, develops a strong management team, and delegates responsibility. _____
2. The superintendent provides a written site improvement plan that supports the districts' Comprehensive Local Education Plan describing school goals, objectives, and staff development activities. * _____
3. The superintendent achieves the board's goals and policies successfully. _____
4. The superintendent and staff develop goal statements which are the result of a needs assessment, a written analysis of student test scores and other data as well as community input. * _____
5. The superintendent employs a team effort in analyzing, planning, implementing, and evaluating policies, programs, and personnel. _____
6. The superintendent provides a written analysis of student test scores and other data to assure that the various student populations are benefiting from the instructional program. * _____
7. The superintendent recommends for employment personnel who have proper certification and skills for the position. _____
8. The superintendent organizes the roles and responsibilities of staff members so as to optimize their effectiveness and to encourage harmonious relationships among various segments of the school system. _____
9. The superintendent provides to the board and the general public an organized and informative annual report on the state of the district. _____
10. The superintendent maintains communications with state and federal legislators, as well as other outside agencies, in efforts to accomplish legislation needed for school improvement. _____
11. Routine – The superintendent uses a minimum of instructional time for noninstructional routines thus maximizing time on task. * _____
12. Discipline – The superintendent works with staff to develop and communicate defined standards of conduct which encourage positive and productive behavior. * _____
13. The superintendent provides written discipline policies to which students are expected to perform. * _____
14. Learning Environment – The superintendent establishes and maintains rapport with staff and students, providing a pleasant, safe and orderly climate for learning. * _____

COMMENTS: _____

Rating for this Category

In the area of administration, what is the superintendent's strongest asset? _____

What specific area could be most improved? _____

3 - Commendable

2 - Meets Expectations

1 - Needs Improvement

INSTRUCTION

3 2 1

- | | | |
|-----|--|-------|
| 1. | The superintendent identifies and facilitates instruction and student achievement as the focal point of the school district. | _____ |
| 2. | The superintendent works with the staff to develop a program to recognize academic achievement. * | _____ |
| 3. | The superintendent works with the staff to assure that all learners are involved in the learning process. * | _____ |
| 4. | The superintendent identifies instructional objectives for students and implements programs to meet their diverse needs. | _____ |
| 5. | The superintendent assists the staff in monitoring student progress. * | _____ |
| 6. | The superintendent provides needed resources for staff. * | _____ |
| 7. | The superintendent works with staff to establish curriculum objectives, sequence and lesson objectives. * | _____ |
| 8. | The superintendent maintains a working knowledge of current educational research, reports, and useful new concepts and shares that information with the board. | _____ |
| 9. | The superintendent keeps the board informed of the analysis, planning, implementation, and evaluation of instructional activities. | _____ |
| 10. | The superintendent keeps the community informed about the program of instruction and plans for school improvement. | _____ |

COMMENTS: _____

Rating for this Category

In the area of instruction, what is the superintendent's strongest asset? _____

What specific area could be most improved? _____

3 - Commendable

2 - Meets Expectations

1 - Needs Improvement

RELATIONSHIP WITH THE BOARD

3 2 1

1. The superintendent works with the board in the areas of analyzing, planning, implementing, and evaluating policies. _____
2. The superintendent informs the board about issues, operations, the instructional program, and needs of the school system. _____
3. The superintendent informs the board about educational activities at the state and national levels. _____
4. The superintendent maintains a harmonious working and professional relationship with members of the board. _____
5. The superintendent interprets and supports board policy and decisions to the public and staff. _____
6. The superintendent provides board members with reports and information that will enable them to sufficiently review the operations of the district. _____
7. The superintendent gives constructive advice and guidance to the board regarding opportunities for district improvement. _____
8. The superintendent states his/her convictions in matters before the board. _____
9. The superintendent utilizes the strengths of individual board members and the board itself in the decision-making process. _____
10. The superintendent offers professional advice to the board on items requiring board action, with appropriate recommendations based on thorough study and analysis. _____

COMMENTS: _____

Rating for this Category

In the area of board relationships, what is the superintendent's strongest asset? _____

What specific area could be most improved? _____

3 - Commendable

2 - Meets Expectations

1 - Needs Improvement

RELATIONSHIP WITH THE STAFF

3 2 1

1. The superintendent encourages the participation of faculty and staff in the establishment and implementation of district-wide goals, objectives, and programs. _____
2. The superintendent works with the staff in collegial and nonthreatening ways to promote and improve instruction. * _____

3. The superintendent sets high expectations for staff. * _____
4. The superintendent educates the staff to recognize and display the teaching criteria upon which evaluation is conducted. * _____
5. The superintendent promotes programs for staff growth and development. _____
6. The superintendent strives to maintain positive morale by:
 - A. Avoiding arbitrary decision-making and favoritism; _____
 - B. Offering fair and impartial treatment to all parties to a dispute; and _____
 - C. Granting recognition and appreciation for a job well done. _____
7. The superintendent instills confidence and self-respect among staff. _____
8. The superintendent meets and confers with employee groups and represents the interests and directives of the board. _____
9. The superintendent effectively communicates the concerns of employee groups to the board and board responses to these concerns to employee groups. _____

COMMENTS: _____

Rating for this Category

In the area of staff relationships, what is the superintendent's strongest asset? _____

What specific area could be most improved? _____

3 - Commendable

2 - Meets Expectations

1 - Needs Improvement

RELATIONSHIP WITH THE COMMUNITY

3 2 1

1. The superintendent facilitates communication within the community through an effective public information program based on the needs and successes of the district. _____
2. The superintendent seeks meaningful community involvement in the establishment, implementation, and evaluation of district-wide goals, objectives, priorities, and programs. _____
3. The superintendent develops and maintains a cooperative relationship with the news media. _____
4. The superintendent establishes a procedure for investigating and responding on complaints, criticisms, and concerns of individuals and/or the community. _____
5. The superintendent is actively involved in the community. _____
6. The superintendent maintains a professional posture with other public officials and community leaders. _____
7. The superintendent has the ability to face controversy and work through it effectively. _____

- 8. The superintendent understands and responds to the unique and changing needs of the community. _____
- 9. The superintendent solicits and considers input from interested groups and individuals in the decision-making process. _____

COMMENTS: _____

Rating for this Category

In the area of community relationships, what is the superintendent's strongest asset? _____

What specific area could be most improved? _____

3 - Commendable 2 - Meets Expectations 1 - Needs Improvement

PERSONAL QUALITIES

3 2 1

- 1. The superintendent defends professional principle and conviction in the face of pressure and partisan influence, yet is able to reasonably compromise. _____
- 2. The superintendent maintains high standards of ethics, honesty, and integrity in all matters. _____
- 3. The superintendent uses grammar effectively in dealing with staff members, the board, and the public. _____
- 4. The superintendent employs strong speaking skills before large and small groups, expressing ideas in a logical and forthright manner. _____
- 5. The superintendent accepts and shares failure as well as success. _____
- 6. The superintendent is able to identify and discuss his/her own strengths and weaknesses. _____
- 7. The superintendent welcomes questions and open discussion when presenting ideas. _____
- 8. The superintendent exercises good judgment and involves others as appropriate in the decision-making process. _____
- 9. The superintendent maintains a balance of professional development by reading, attending conferences, working on professional committees, visiting other districts, and meeting with other superintendents. _____
- 10. The superintendent plans time effectively so that matters of greatest importance are dealt with thoroughly. _____

COMMENTS: _____

Rating for this Category

In the area of personal qualities, what is the superintendent's strongest asset? _____

What specific area could be most improved? _____

3 - Commendable 2 - Meets Expectations 1 - Needs Improvement

FINANCIAL 3 2 1

1. The superintendent keeps informed of the needs of the school program--supplies, equipment, plant, and facilities. _____
2. The superintendent assumes responsibility for the overall financial planning of the district, including short-term priorities and long range planning. _____
3. The superintendent coordinates the preparation of the annual budget utilizing teacher and staff input, and submits the budget to the board for input and approval. _____
4. The superintendent evaluates the district's financial needs and makes timely recommendations for adequate funding. _____
5. The superintendent ensures that funds are spent and invested wisely and that adequate controls and accounting are achieved. _____
6. The superintendent provides leadership in solving major problems and achieving maximum utilization of resources. _____

COMMENTS: _____

Rating for this Category

In the area of finances, what is the superintendent's strongest asset? _____

What specific area could be most improved? _____

COMMENTS: _____

Signed: _____
President of the Board

Superintendent

Date: _____

