SUPERINTENDENT EVALUATION

By School Board Member School Year 2	020
Superintendent Name	
Rating: Exemplary (5) Accomplished (4) Effective (3) Developing (2) Not A	cceptable (1)
Standard I. Leadership Culture	Score
This standard stresses the superintendent's performance in leadership through empowering others, visioning, helping shape school culture and climate, and understanding multi-cultural and ethnic differences.	
 Facilitates a process to develop and implement a shared vision that focuses of student achievement 	on improving
 Promotes academic rigor that focuses on learning and excellence for schools Promotes and expects a climate of tolerance, acceptance, and civility 	and students
4. Develops, implements, promotes, and monitors continuous improvement proc Comments	cess

SUPERINTENDENT EVALUATION

By School Board Member ______ School Year 20-____-20____

Standard II. Policy and Governance	Score		
This standard focuses on the superintendent working with the board to			
formulate internal and external district policy, defining mutual expectations of			
performance with the board, and demonstrating good school governance to			
staff, students, and the community at large.			
Indicators			
1. Keeps board informed on issues, needs, and operation of school system			
2. Differentiates between policy making and administrative roles			
3. Establishes procedures for superintendent/board/staff interpersonal and work relationships	king		
4. Uses legal counsel in governance and procedures to avoid civil and criminal	liabilities		
5. Promotes timely development and support of board's legislative priorities (with	h community		
input)			
Comments			

SUPERINTENDENT EVALUATION

By School Board Member ______ School Year 20-____-20____

Standard III. Communications and Community Relations	Score
This standard emphasizes the skills necessary to establish effective two-way	
communications not only with students, staff, and parents, but the community	
as a whole including beneficial relationships with the media. It also stresses	
responding to community feedback and building community support for the	
district.	
Indicators	
1. Develops formal and informal techniques to gain external perceptions of the	
2. Maintains respect and support of community in the course of conducting sche	ool district
business	
3. Participates actively in community life	
Comments	

SUPERINTENDENT EVALUATION

By School Board Member ______ School Year 20-____-20____

Standard IV. Organizational Management	Score
This standard requires the superintendent to gather and analyze data for	
decision making and for making recommendations to the board. It stresses the	
skills necessary to meet internal and external customer expectations to	
effectively allocate resources.	
Indicators	
1. Delegates appropriate authority to administrators, monitoring their follow-through	
2. Demonstrates budget management including financial forecasting, planning, management, account auditing, and monitoring	cash flow
3. Meets and works collaboratively with the board and appropriate staff to deter	mino prioritios
for budgeting and for the effective allocation of space and resources	
4. Develops and carries out internal and external communication plans	
Comments	

SUPERINTENDENT EVALUATION

By School Board Member ______ School Year 20-____-20____

Standard V. Human Resource Management	Score
This standard requires the superintendent to ensure that there is a staff	
performance evaluation system in place. It also requires skills in applying	
ethical, contractual, and legal requirements for personnel selection,	
development, retention, promotion, and dismissal.	
Indicators	
1. Ensures all personnel are treated fairly and impartially	
2. Identifies and applies appropriate policies, criteria, and processes for the reci	
selection, induction, compensation, and separation of personnel with attentio	n to issues of
equity and diversity	
3. Demonstrates use of system and staff evaluation data for personnel policies,	decision
making, promotion of career growth, and professional development	
4. Maintains employee morale including loyalty to the organization	
Comments	

SUPERINTENDENT EVALUATION

By School Board Member ______ School Year 20-____-20____

Standard VI. Instructional Leadership	Score
This standard emphasizes the skills required to ensure that the most effective	
teaching techniques are in place and that all instructional resources are used	
to maximize student achievement. This standard also centers on applying	
research and best practices with respect to diversity sensitivities.	
Indicators	
1. Provides vision and leadership for moving the district forward	
2. Applies effective methods of providing, monitoring, evaluating, and reporting	student
achievement to improve the learning process	
3. Establishes instructional strategies that include cultural diversity and different	ce in learning
styles as it relates to various programs	
4. Visits school sites and communicates with teachers, students, and staff	
5. Supports a broad range of academic opportunities for all students such as va	
patterns, student grouping plans, class scheduling plans, school organization	
and facilities design process for incorporating various teaching strategies and	a desired
student outcomes	
 Analyzes available instructional resources and programs and assigns them in effective and equitable manner to enhance student outcomes 	i a cost
Comments	
Comments	

SUPERINTENDENT EVALUATION

By School Board Member ______ School Year 20-____-20____

Standard VII. Curriculum Planning and Development	Score
This standard focuses on the superintendent's skills in keeping current with the	
latest designs in curriculum, teaching, learning, and testing theories. It requires	
the superintendent to recommend the use of emerging technologies as	
appropriate.	
Indicators	
1. Develops core curriculum design and delivery system based on content and	assessment
standards and best practices	
2. Includes all stakeholder groups in enhancement and renewal of curriculum, in	nstruction, and
assessment	
3. Uses data to make informed decisions	
Comments	

SUPERINTENDENT EVALUATION

By School Board Member ______ School Year 20-____-20____

Standard VIII. Values and Ethics of Leadership	Score
This standard stresses the understanding and modeling of appropriate value	
systems, ethics, and moral leadership. It also requires the superintendent to	
exhibit multi-cultural and ethnic understanding and to coordinate with social	
agencies and human services to help students grow and develop as caring,	
informed citizens.	
Indicators	
1. Defends principles and convictions in the face of pressure and special intere	
2. Acts in accordance with federal and state constitutional provisions, statutory	standards,
and regulatory applications	
3. Manifests a professional code of ethics and demonstrate personal integrity	
4. Models accepted moral and ethical standards in all interactions	
5. Speaks and writes in an articulate, compelling manner	
6. Demonstrates the ability to make decisions within an ethical context	
Comments	

SUPERINTENDENT EVALUATION

By School Board Member ______ School Year 20-____-20____

Standard IX. Labor Relations	Score
This standard requires the superintendent to provide technical advice to the	
board during labor negotiations, and/or to keep the board apprised of	
negotiations status, to understand and effectively administer negotiated labor	
contracts, and to keep abreast of legislative changes affecting collective	
bargaining processes.	
Indicators	
1. Develops bargaining strategies based upon collective bargaining laws and pr	
2. Establishes productive relationships with bargaining groups while managing affectively	contracts
effectively Comments	
Comments	

SUPERINTENDENT EVALUATION

By School Board Membe	r	School Year 20	-20
Superintendent Name			

Summary Score

Leadership and Standard Culture	
Policy and Governance	
Communications and Community Relations	
Organizational Management	
Human Resources Management	
Instructional Leadership	
Curriculum Planning/Development	
Values and Ethics of Leadership	
Labor Relations	
Overall Score	
	Drganizational Management Human Resources Management Instructional Leadership Curriculum Planning/Development /alues and Ethics of Leadership Labor Relations

Board Member Name (Print)	Board Member Signature	Date
Superintendent Name (Print)	Superintendent Signature	Date