

THE SCHOOL BOARD OF SARASOTA COUNTY, FLORIDA
OFFICE OF SCHOOL BOARD MEMBERS

SUPERINTENDENT EVALUATION

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

Superintendent Name _____

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 working relationships	
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 community input)	
Comments	

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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 district	
2. Maintains respect and support of community in the course of conducting school district business	
3. Participates actively in community life	
Comments	

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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 difference 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 various staffing patterns, student grouping plans, class scheduling plans, school organizational structures, and facilities design process for incorporating various teaching strategies and desired student outcomes	
6. Analyzes available instructional resources and programs and assigns them in a cost effective and equitable manner to enhance student outcomes	
Comments	

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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, instruction, and assessment	
3. Uses data to make informed decisions	
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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 interests	
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	

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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 processes	
2. Establishes productive relationships with bargaining groups while managing contracts effectively	
Comments	

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Summary Score

	Standard	Score
I	Leadership and Standard Culture	
II	Policy and Governance	
III	Communications and Community Relations	
IV	Organizational Management	
V	Human Resources Management	
VI	Instructional Leadership	
VII	Curriculum Planning/Development	
VIII	Values and Ethics of Leadership	
IX	Labor Relations	
	Overall Score	

Board Member Name (Print) Board Member Signature Date

Superintendent Name (Print) Superintendent Signature Date