

APS Superintendent Evaluation November 14, 2016

Board members: Ryan Jones, Stephen Kennedy, Beth Kernes Krause, Laura Osborne, Troy Wynn, Mike Zaruba

The adopted format was used for this evaluation, but there was a category added for "Met+". Met+ means either all of the members agreed that the category was better than Met but not necessarily Exceeded or some thought it was Exceeded and others Met. No item was selected under the "Unmet category.

STANDARD1: Relationship with the board

Provides Regular updates regarding district matters. **MET+**

Provides adequate meeting materials and background information. (Mr. Reiman always has all pertinent information and documents for meetings.) **MET+**

Responds to Board Member questions thoroughly and shares information with the entire board in a timely manner. **MET**

Openly accepts Board input and is responsive to Board directions. (Mr. Reiman continues to do a good job with inputs) **MET**

Alerts Board about significant media contacts with district personnel and other newsworthy district activities, reports, and incidents. **MET** (Friday Reports)

Implements meeting responsibilities by preparing the agenda and participating in Board meetings, serving as ex-officio member of all committees, and offering professional guidance, recommendations, or assistance. (Meetings and agendas are posted for committees for several months in advance)**EXCEEDS**

Works to engender a collaborative working relationship with the Board. Combine with item 4: openly accepts... for future evaluations**MET**

Invites Board participation in district activities. **MET** (Sends schedule of activities to all board members)

Assists in development, recommendation, and administration of policies. **EXCEEDS** (continues to embrace efforts to clean up policies in the school manual and handbook)

Encourages Board development. (remove for future years; not a true superintendent responsibility) **MET**

Works with the Board to establish goals and plans for the future. **MET**

STANDARD 2: Community Relations

Projects a positive image of the school district. (Banner issue could have been handled better, but overall a positive image.) **MET+**

Continually identifies all stakeholder groups and establishes open two (2) way lines of communication. **MET**

Maintains good media relations. **MET+**

Invites Board participation in district activities: *Duplicate question remove for future*

Encourages collaborative relationships with neighborhoods, business, industry, government, and labor. (9 school/4 County partnership and relations with businesses like Ariens) **MET+**

Is "approachable" by members of the community. **MET**

Prepares and shares pertinent information with the community. **MET**

STANDARD 3: Superintendent/Staff Relationships

Shows concern for the welfare of staff. **MET** (has always shown compassion to the staff)

Delegates both responsibility and authority. **MET**

Provides staff recognition for contribution(s) towards the betterment of educational outcomes. **MET**

Promotes sound collective bargaining relations. **EXCEEDS**

Communicates effectively with staff regarding current and new trends in education, programs, procedures, and policies. **MET** (this continues to be a hard question for Board to know and answer)

Ensures evaluation of personnel will be consistent with policies and law. **MET** (follows policies in place)

Recruits competent staff. **MET**

Involves the staff in strategic planning. **MET**

Fosters team spirit and is "a part of the team". **MET**

Visits buildings and programs on a regular basis. **MET** (remove for future. Hard for BOE to determine)

STANDARD 4: Business and Finance

Shows concern for the welfare of staff. *Redundant question remove*

Informs the Board on current or proposed funding issues. **MET+**

Develops facilities management plans and procedures. **EXCEEDS** (completion and continued update of long term plan)

Seeks alternative funding sources. **EXCEEDS** (Greenhouse and FFA as examples)

Ensures the efficient alignment of district resources with district goals. **MET**

Seeks Board input and recommends appropriate budgets and any subsequent budget revisions to the Board. **MET**

Ensures complete financial controls/audits. **MET**

Regularly reports to the Board on district budget and finances. **MET**

STANDARD 5: Leadership

Projects a strong leadership image. **MET**

Demonstrates enthusiasm in carrying out job responsibilities. **EXCEEDS** (Mr. Reiman shows an all in attitude about the district)

Facilitates development and implementation of long and short-term educational goals for the district. **MET**

Ensures the district develops, maintains, and evaluates an effective curriculum that reflects the changing needs of students and society. **MET**

Promotes staff growth to improve educational quality for all students. **MET**

Demonstrates knowledge of procedural aspects of the job. **MET**

Keeps the focus on students learning. **MET**

Seeks to learn and improve. **MET+**

Demonstrates awareness and implements current research and best practices. **MET**

STANDARD 6: Personal Traits

Elicits respect in the community, schools, and among peers. **MET**

Accepts constructive criticism and responds appropriately. **MET** (continues to improve; BOE recognizes improvement and your growth on this difficult issue)

Projects a caring attitude. **MET+** (truly shows compassion for the students and staff)

Displays a sense of humor. **MET**

Demonstrates good listening skills. **MET** (improved)

Writes and speaks clearly and effectively. **MET**

Is assertive, but tactful. **MET** (remove for future evaluations)

Maintains poise and composure in the face of crisis/criticism. **MET** (combine with Accepts constructive....)

Is business like and professional in appearance. **MET**

Overall the review of the board shows that Mr. Reiman "**Fully meets**" his responsibilities as the superintendent for District 29 School. There were no specific job targets selected under Standard 7. The nature of the evaluation format tends towards a selection of "MET" for most categories that are considered inherent to the job. "Exceeds and Met+" show areas that the superintendent has shown that he goes beyond the expectations of normal duties. With years of service it will be natural to see some of the EXCEEDS gravitate towards MET or MET+, as experience lends to expectations for standard duties.

	EXCEEDS	MET+	MET	UNMET
STANDARD 1	2	2	7	
STANDARD 2		3	3	
STANDARD 3		1	9	
STANDARD 4	2	1	4	
STANDARD 5	1	1	7	
STANDARD 6		1	8	
TOTAL	5	9	38	NONE

Submitted by Stephen Kennedy, President