

## APS Superintendent Evaluation January 11, 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. **EXCEEDS**

Provides adequate meeting materials and background information. **EXCEEDS**

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

Openly accepts Board input and is responsive to Board directions. **MET** (There is always room for any of us to improve. We feel that any gains from present expression in this category would elicit a MET+)

Alerts Board about significant media contacts with district personnel and other newsworthy district activities, reports, and incidents. **EXCEEDS** (Does a good job of explaining plans for working with media outlets.)

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. **EXCEEDS**

Works to engender a collaborative working relationship with the Board. **EXCEEDS**

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

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

Encourages Board development. **MET**

Works with the Board to establish goals and plans for the future. **MET** (Has worked to goal establishment but it was felt that progress was slow and not a very good analysis by end of the year. The process is very important and still can produce needed information)

## STANDARD 2: Community Relations

Projects a positive image of the school district. **MET**

Continually identifies all stakeholder groups and establishes open two (2) way lines of communication. **MET** (we are continuing to see a building of this connection)

Maintains good media relations. **MET+** (Some items in paper need better clarification or to go as far as writing for the paper. Could be issue with reporter not getting full sense of the proceedings or event. Maybe a newsletter produced by staff that the newspaper would use and this way the information could be presented in the best light. Continue to explore other ways to get timely and accurate information out.)

Invites Board participation in district activities: *Duplicate question removed*

Encourages collaborative relationships with neighborhoods, business, industry, government, and labor. *Refer to stakeholder question*

Is "approachable" by members of the community. **MET** (is improving)

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

## STANDARD 3: Superintendent/Staff Relationships

Shows concern for the welfare of staff. **MET**

Delegates both responsibility and authority. **MET** (doesn't always delegate authority but is improving. Other administrative staff need training and direction but also need to make decisions on their own more. Maybe follow the old saying of "keep a good grip on the reins but leave some slack for the team".)

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

Promotes sound collective bargaining relations. **MET**

Communicates effectively with staff regarding current and new trends in education, programs, procedures, and policies. **MET** (this is 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** (felt that part of the hindrance was demographics and location)

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** (hard for Board to determine extent)

#### STANDARD 4: Business and Finance

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

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. **MET+** ( has found many sources for assistance)

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. **MET**

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** (Some issues not fixed but improvements are being made. )

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

Demonstrates knowledge of procedural aspects of the job. **MET** (improved)

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)

Projects a caring attitude. **EXCEEDS** ( truly shows compassion for the students)

Displays a sense of humor. **MET+**

Demonstrates good listening skills. **MET+** (does a good job of understanding and responding back)

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

Is assertive, but tactful. **MET**

Maintains poise and composure in the face of crisis/criticism. **MET** ( emergency situations are handled very well and information is disseminated out responsibly)

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

Overall the review of the board shows that Mr. Reiman "**Fully meets**" his responsibilities as the superintendant 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 as shown that he goes beyond the expectations of normal duties.

	EXCEEDS	MET+	MET	UNMET
STANDARD 1	7		4	
STANDARD 2		1	4	
STANDARD 3			10	
STANDARD 4	1	1	5	
STANDARD 5			9	
STANDARD 6	1	2	6	
TOTAL	9	4	38	NONE

Submitted by Stephen Kennedy, President


