

APS Superintendent Evaluation November 12, 2018

Board members: Ryan Jones, Stephen Kennedy, Beth Kernes Krause, Laura Osborne, Bill Chapin, Mike Zaruba

The below format has been utilized for Mr. Reiman's evaluation.

STANDARD1: Relationship with the board

Provides Regular updates regarding district matters. Met

Provides adequate meeting materials and background information. Met

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

Invites Board participation in district activities. Met

Assists in development, recommendation, and administration of policies. Exceeds

Encourages Board Development. Met

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

Openly accepts Board input and is responsive to Board directions. MET

Alerts Board about significant media contacts with district personnel and other newsworthy district activities, reports, and incidents. Met

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. Met

Works to engender a collaborative working relationship with the Board. Met

Standard 1: Relationship with the board receives a Met rating.

Overall the board feels Mr. Reiman has done a good job of responding to our questions and providing answers to them. All of our policies have been updated warranting an exceeded rating.

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. Exceed

Maintains good media relations. Exceed

Invites Board participation in district activities: **Met**

Encourages collaborative relationships with neighborhoods, business, industry, government, and labor. **Exceed**

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

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

Standard 2: Relationship with the board receives a Met rating.

STANDARD 3: Superintendent/Staff Relationships

Communicates effectively with staff regarding current and new trends in education, programs, procedures, and policies. **MET**

Demonstrates objectivity in personal matters. **Met**

Ensures evaluation of personal will be consistent with policies and law. **Met**

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

Delegates both responsibility and authority. **Met**

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

Promotes sound collective bargaining relations. **Met**

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**

Standard 3: Relationship with the board receives a Met rating.

We feel the communication with the high school delegation has improved in addition to identifying staffing areas that needs improvement. Recruitment of competent staff continues to be good.

STANDARD 4: Business and Finance

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**

Show concern for the welfare of staff. **Met**

Informs the Board on current or proposed funding issues. **Exceed**

Develops facilities management plans and procedures. **Exceed**

Seeks alternative funding sources. **Exceed**

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

Standard 4: Relationship with the board receives a Met rating.

Mr. Reiman does a good job of locating additional funding sources to improve the district and keeping us in the loop of funding issues.

STANDARD 5: Leadership

Projects a strong leadership image. **MET**

Demonstrates enthusiasm in carrying out job responsibilities. **Exceed**

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**

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 the students and society. **Met**

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

Standard 5: Relationship with the board receives a Met rating.

Mr. Reiman actively seeks to learn thru attendance of area meetings including NCSA and receives recognition from our school conference affiliation from his peers. He continues to develop plans that focus on development of our staff.

STANDARD 6: Personal Traits

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

Accepts constructive criticism and responds appropriately. **MET** (continues to improve)

Writes and speaks clearly and effectively. **Met**

Is Assertive, but tactful. **Met**

Maintains poise and composure in the face of crisis/criticism. **Met**

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

Projects a caring attitude. **Met**

Displays a sense of humor. **Exceeds**

Demonstrates good listening skills. **MET**

Overall the review of the board shows that Mr. Reiman “**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” show areas that the superintendent as shown that he goes beyond the expectations of normal duties.

	EXCEEDS	MET	UnMET
STANDARD 1	1	10	0
STANDARD 2	3	4	0
STANDARD 3	0	11	0
STANDARD 4	3	5	0
STANDARD 5	2	7	0
STANDARD 6	1	8	0
TOTAL	10	45	0

Respectfully,



Ryan Jones, BOE President