

SUPERINTENDENT EVALUATION

RATING

PERFORMANCE STANDARDS

INSTRUCTIONS: This evaluation instrument is divided into seven categories. Each member of the board rates the Superintendent on the items in each category on a 1 - 5 scale, with 1 the lowest possible score and 5 the highest possible score.

The ratings are defined as follows:

5 - OUTSTANDING	performance excels in this category.
4 - HIGHLY COMPETENT	performance exceeds routine expectations
3 - SATISFACTORY	performance meets expectations.
2 - NEEDS IMPROVEMENT	performance is below expectations
1 - UNSATISFACTORY	performance is unacceptable

EVALUATION

A. EDUCATIONAL PROGRAM AND PLANNING

- 1. Understands and monitors all aspects of the instructional program
- 2. Models the skills, attributes and dedication of a master teacher and inspires the highest professional standards in others
- 3. Organizes and implements a well-planned, effective and continuously improving instructional program
- 4. Implements a data-driven assessment process to identify and establish appropriate district goals and objectives
- 5. Anticipates needs and plans appropriately

Comments:

B. BOARD OF EDUCATION RELATIONSHIP

- 6. Supports Board policy and actions to the public and staff
- 7. Implements Board policy and follows Board directives
- 8. Provides timely and adequate information and agenda planning

- 9. Promotes healthy discussions reflecting different viewpoints and strives to build consensus and mutual respect
- 10. Engenders trust among members of the board, staff, and community

Comments:

C. PERSONNEL

- 11. Recommends the best qualified candidates for employment
- 12. Supervises and supports staff while demanding excellent performance
- 13. Effectively identifies and utilizes the skills and abilities of staff.
- 14. Provides for the systematic, organized and effective evaluation of all staff
- 15. Practices effective operations consistent with the law and district policies

Comments:

D. BUSINESS AND FINANCIAL MANAGEMENT

- 16. Actively participates in budgeting that reflects the district's educational priorities
- 17. Evaluates needs and recommends solid fiscal budget decisions
- 18. Oversees budget operations and frequently provides clear updates to the Board
- 19. Includes adequate support data for each recommended budget allocation
- 20. Commits district expenditures only after approval by the Board of Education

Comments:

E. DISTRICT AND COMMUNITY RELATIONSHIPS

- 21. Demonstrates visible interest in and support for district schools
- 22. Establishes and maintains community support and respect for the school district
- 23. Maintains positive public relations with the press and other media
- 24. Provides active educational leadership in community life and affairs
- 25. Works well with other districts, police and fire departments and city, county, and state agencies

This information for provided educational purposes. It is not legal advice, and The Cosca Group is not legally responsible for its use. It is your obligation to determine to investigate its applicability, legality and relative effectiveness for your purposes.

Comments:

F. PERSONAL CHARACTERISTICS

- 26. Demonstrates high ethical standards
- 27. Treats all individuals and groups fairly and equitably
- 28. Uses consistently good judgment
- 29. Exhibits emotional stability, poise, and dependability
- 30. Maintains high ethical and professional standards, even under pressure

Comments:

G. JOB RELATED SKILLS

- 31. Utilizes effective problem solving
- 32. Speaks and writes effectively
- 33. Behaves decisively
- 34. Demonstrates creativity
- 35. Displays continuous professional development and models lifelong learning

Comments:

H. RECOGNITIONS AND COMMENDATIONS

I. RECOMMENDATIONS FOR IMPROVEMENT

J. OVERALL EFFECTIVENESS SUMMARY STATEMENT: