

SUPERINTENDENT'S EVALUATION

1. ABILITY TO MANAGE

(Includes competence in planning and organizing; maintaining control of the school system; understanding of labor relations; preparation for meetings and presentations; flexibility in management style; consistency in following through on required action)

Rating: (Circle one)

Commendable	Satisfactory	Needs Improvement	Unsatisfactory	Don't Know

Board Member Comments: (If any)

2. ABILITY TO LEAD

(Includes establishing clear expectations; assuming initiative in identifying problems and solutions; involving others into the decision-making process while maintaining responsibility for final decisions; gaining confidence of employees; exhibiting integrity; earning confidence and respect of the community)

Rating: (Circle one)

Commendable	Satisfactory	Needs Improvement	Unsatisfactory	Don't Know

Board Member Comments: (If any)

3. ABILITY TO MAKE DECISIONS

(Includes collection of adequate information prior to decision-making; using reliable sources of information; not delaying important decisions; not permitting pressure to reach hasty decisions; explanation of decisions to persons affected; delegation where possible; recommendation of best candidates for positions).

Rating: (Circle one)

Commendable	Satisfactory	Needs Improvement	Unsatisfactory	Don't Know

Board Member Comments: (If any)

4. ABILITY TO COMMUNICATE

(Includes communication in writing clearly and thoroughly; communication orally clearly, thoroughly and succinctly; use of appropriate illustrations and examples; development of good relations with the media; provision of a communications system that gives critical information to the board for decision-making)

Rating: (Circle one)

Commendable	Satisfactory	Needs Improvement	Unsatisfactory	Don't Know

Board Member Comments: (If any)

5. PERSONNEL SUPERVISION AND STAFF DEVELOPMENT

(Includes encouragement of professional growth of faculty and staff; use of evaluation instruments appropriately; demonstration of honesty in evaluation by identifying areas needing improvement or inefficiency as well as areas of strength; support of competent faculty and staff for promotion where appropriate; provision of opportunities for other administrators to share spotlight)

Rating: (Circle one)

Commendable	Satisfactory	Needs Improvement	Unsatisfactory	Don't Know

Board Member Comments: (If any)

6. RESPONSIVENESS TO OTHERS

(Includes exhibition of openness and sensitivity in dealing with others; correction of staff in private; courteous, honorable and fair dealings with subordinates; fairness in dealings with employees and representatives; unbiased in dealing with individuals or groups; not playing favorites among staff)

Rating: (Circle one)

Commendable	Satisfactory	Needs Improvement	Unsatisfactory	Don't Know

Board Member Comments: (If any)

7. CREATIVITY

(Includes demonstration of imagination in solving educational or technical problems; exhibition of alertness, resourcefulness and ingenuity; encouragement of creative approaches by subordinates)

Rating: (Circle one)

Commendable	Satisfactory	Needs Improvement	Unsatisfactory	Don't Know

Board Member Comments: (If any)

8. ABILITY TO MAINTAIN AN EFFECTIVE EDUCATIONAL CLIMATE

(Includes efforts to instill cooperation among students and teachers; promotion of motivational techniques; allocation of resources in a fair and effective manner; recognition of the achievement of students and faculty; provision of extracurricular learning opportunities; requiring school programs to reflect sound, research-based practices)

Rating: (Circle one)

Commendable	Satisfactory	Needs Improvement	Unsatisfactory	Don't Know

Board Member Comments: (If any)

9. IMPLEMENTATION OF BOARD POLICIES AND PROCEDURES

(Includes knowledge of board policies and implementation at the best possible level; assumption of responsibility for requesting changes as necessary in policies or procedures; expression of opinions on policy-making determinations directly to the board; supporting board decisions as finalized; respect for the policy-making authority and responsibility of the board)

Rating: (Circle one)

Commendable	Satisfactory	Needs Improvement	Unsatisfactory	Don't Know

Board Member Comments: (If any)

10 MANAGEMENT OF PHYSICAL AND FINANCIAL RESOURCES

(Includes careful budget planning; control of budget to maximize use of available resources; coordination of resource allocation to objectives and priorities developed; efforts to create pride in buildings and grounds; management of funds available within the budget; preparation of the budget in a realistic manner; maintenance of spending within allocated budgets or other allocations)

Rating: (Circle one)

Commendable	Satisfactory	Needs Improvement	Unsatisfactory	Don't Know

Board Member Comments: (If any)

11. GENERAL KNOWLEDGE

(Includes exhibition of awareness of main issues in public life and their relationship to the educational community; demonstration of knowledge in educational trends that might benefit students and staff; participation in professional organizations)

Rating: (Circle one)

Commendable	Satisfactory	Needs Improvement	Unsatisfactory	Don't Know

Board Member Comments: (If any)

12. PERFORMANCE ON GOALS WITHIN ACADEMIC PERFORMANCE AREA

(Includes information from Report on Progress on District Goals, 2005-2006 school year concerning progress toward top 30%ile, and achievement of AYP status)

Rating: (Circle one)

Commendable	Satisfactory	Needs Improvement	Unsatisfactory	Don't Know

Board Member Comments: (If any)

13. PERFORMANCE ON GOAL WITHIN STUDENT/LEARNING ENVIRONMENT AREA

(Includes information from Report on Progress on District Goals, 2005-2006 school year concerning policies, regulations and enforcement creating a safe environment)

Rating: (Circle one)

Commendable	Satisfactory	Needs Improvement	Unsatisfactory	Don't Know

Board Member Comments: (If any)

14. PERFORMANCE ON GOAL WITHIN FINANCE AREA

(Includes information from Report on Progress on District Goals, 2005-2006 school year concerning passage of the school district budget)

Rating: (Circle one)

Commendable	Satisfactory	Needs Improvement	Unsatisfactory	Don't Know

Board Member Comments: (If any)

15. PERFORMANCE ON GOALS WITHIN COMMUNITY/PARENT RELATIONS
AREA

(Includes information from Report on Progress on District Goals, 2005-2006 school year concerning Key Communicators, website and public access channel)

Rating: (Circle one)

Commendable	Satisfactory	Needs Improvement	Unsatisfactory	Don't Know

Board Member Comments: (If any)

16. PERFORMANCE ON GOAL WITHIN COMMUNITY/PARENT RELATIONS AREA INVOLVING REPORTING INSTRUMENT

(Includes information from Report on Progress on District Goals, 2005-2006 school year concerning development and implementation of a "balanced scorecard" model)

Rating: (Circle one)

Commendable	Satisfactory	Needs Improvement	Unsatisfactory	Don't Know

Board Member Comments: (If any)

Submitted by: _____ Date: _____
Board Member's Name

Note: Per Superintendent Contract, each individual evaluation is to be shared with the Chief School Administrator to avoid any miscommunication or misunderstanding of issues. Only the consensus report is used for inclusion within the personnel file and in the determination of compensation beyond the base contract requirement.

It is respectfully noted that all evaluations of individual staff members are done via written observations and reports with the knowledge of the identity of the evaluator known directly to the staff member involved.