

MEADE SCHOOL DISTRICT
SUPERINTENDENT EVALUATION FORM

STANDARD 1: SHARED VISION AND CULTURE OF LEARNING

Shared Vision: A superintendent is an educational leader who promotes the success of every student by facilitating a shared vision of learning that is supported by the school community.

Culture of Learning: A superintendent is an educational leader who promotes the success of every student by advocating, nurturing and sustaining a school culture and instructional program conducive to student learning and staff professional growth.

Performance Indicators

<u>RATING Use the numbers 1-4 in the blanks below. You may use N.O. for not observed.</u>			
<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
<u>NEEDS IMPROVEMENT</u>			<u>EXEMPLARY</u>

- _____ 1.1 Develops and implements district-wide vision, mission and goals.
- _____ 1.2 Creates and implements plans to achieve goals.
- _____ 1.3 Nurtures and sustains a culture of collaboration, trust, learning, and high expectations.
- _____ 1.4 Monitors and evaluates a rigorous and coherent district-wide curricular program.
- _____ 1.5 Promotes the use of the most effective and appropriate technologies to support teaching and learning.

<u>SUPPORTING EVIDENCE AND COMMENTS</u>

Leadership and Management: A superintendent is an educational leader who promotes the success of every student by ensuring management of the organization, operations and resources for a safe, efficient and effective learning environment.

Performance Indicators

<u>RATING</u> Use the numbers 1-4 in the blanks below. You may use N.O. for not observed.			
<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
<u>NEEDS IMPROVEMENT</u>			<u>EXEMPLARY</u>

- _____ 2.1 Effectively manages district budget, facilities and operations.
- _____ 2.2 Involves Board in budgeting process and financial needs of the District.
- _____ 2.3 Obtains, allocates, aligns, and efficiently utilizes human, fiscal, and technological resources.
- _____ 2.4 Promotes and protects the welfare and safety of students and staff.
- _____ 2.5 Develops leadership capacity throughout the district’s staff.
- _____ 2.6 Collects and analyzes data and information pertinent to the educational environment.

<u>SUPPORTING EVIDENCE AND COMMENTS</u>

STANDARD 3: FAMILY , COMMUNITY, AND SOCIETY

Family, Community and Society: A superintendent is an educational leader who promotes the success of all students by collaborating with families and community members, responding to diverse community interests and needs and mobilizing community resources. A superintendent understands, responds to, and influences the political, social, economic, legal and cultural context.

Performance Indicators

<u>RATING Use the numbers 1-4 in the blanks below. You may use N.O. for not observed.</u>			
<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
<u>NEEDS IMPROVEMENT</u>			<u>EXEMPLARY</u>

- _____ 3.1 Promotes understanding, appreciation, and uses of the community’s various resources.
- _____ 3.2 Builds and sustains positive relationships with families and caregivers.
- _____ 3.3 Builds and sustains productive relationships with community partners.
- _____ 3.4 Provides leadership for defining superintendent and board roles, mutual expectations and formulating appropriate district policies.
- _____ 3.5 Knows and supports the district school improvement plan and accurately reports progress on goals.

<u>SUPPORTING EVIDENCE AND COMMENTS</u>

STANDARD 4: ETHICS

Ethics: A superintendent is an educational leader who promotes the success of every student by acting with integrity, fairness and in an ethical manner.

Performance Indicators

<u>RATING</u> Use the numbers 1-4 in the blanks below. You may use N.O. for not observed.			
<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
<u>NEEDS IMPROVEMENT</u>			<u>EXEMPLARY</u>

- _____ 4.1 Conducts oneself in an ethical, fair, trustworthy and professional manner.
- _____ 4.2 Establishes practices to promote personal, physical and emotional health.
- _____ 4.3 Demonstrates respect for diversity in students, staff and programs.
- _____ 4.4 Considers and evaluates the potential moral and legal consequences of decision-making.

<u>SUPPORTING EVIDENCE AND COMMENTS</u>

OVERALL END-OF-YEAR SUMMARY EVALUATION

Place one check [✓] in each row for each standard and one check [✓] for overall rating.

PERFORMANCE STANDARD	NEEDS IMPROVEMENT			EXEMPLARY
	1	2	3	4
Standard one				
Standard two				
Standard three				
Standard four				
OVERALL RATING				

Of the standards listed, which is the superintendent's greatest strength? How does this strength directly contribute to district goals?

Of the standards listed, which is presenting the greatest challenge to the achievement of district goals?

What supports might the board offer to enhance the superintendent's strengths and promote success over existing challenges?

Superintendent Comments:

Evaluation Period _____ to _____

Superintendent's Signature _____ Date: _____

Board President's Signature _____ Date: _____