

# WSBA LEADERSHIP GOVERNANCE SUPERINTENDENT EVALUATION

The Superintendent and Board of Education recognize the need to review the Superintendent's performance regularly.

## Purpose of Evaluation

1. Determine the effectiveness of the Superintendent in achieving the goals of the district and adhering to job expectations.
2. Clarify responsibilities and expectations for the Superintendent.
3. Assure the Board that its policies are being implemented and followed.
4. Enhance the working relationship between the Board and the Superintendent.
5. Promote the professional development of the Superintendent.
6. Guide decisions relative to continued employment and compensation.

## Desired Outcomes:

1. The Board and Superintendent model the value of performance assessments.
2. Communication between the Board and Superintendent is enhanced.
3. The performance of the Superintendent is documented.
4. Accountability is viewed as a key aspect of the district's continuous improvement efforts.

I. Instructions and timelines for completing the evaluation:

II. Rating Scale: Descriptions of performance levels for each category

III. Expectation Check: Performance on the responsibilities is appropriate.

**1. Focus on Maximizing Learning Overall Rating \_\_\_\_\_**

Expectation Check

1.	Ensures that high expectations for achievement, growth, and equity in opportunities are implemented for all students.	
2.	Supports and creates a collaborative learning organization focused on improvement.	
3.	Recommends a comprehensive planning process to maintain a district wide focus on student achievement and improved instruction.	
4.	Guides and provides support for improvement initiatives.	
5.	Uses appropriate strategies to guide the organization through change.	
6.	Collaborates with others to align strategic priorities.	
7.	Limits the number of initiatives and ensures that strategies selected are supported by research and aligned to improvement plans.	
8.	Ensures that a system of accountability for students' academic success and career readiness is developed.	
9.	Maintains longitudinal data and systems to provide information for improvement	

Comments:

---



---



---



---

**2. Instruction Overall Rating \_\_\_\_\_**

Expectation Check

1.	The Superintendent works collaboratively with staff to implement an instructional framework.	
2.	The Superintendent establishes instructional practices that are challenging, collaborative, relevant, and student centered.	
3.	The Superintendent promotes the improvement of the district's instructional program by developing an assessment system which includes the use of formative assessments.	

Comments:

---

---

---

---

**3. General Responsibilities**

*Overall Rating* \_\_\_\_

Expectation Check

1. The Superintendent ensures that the district functions within legal and regulatory parameters and communicates those expectations to others.	

Comments:

---

---

---

**4. Policy and Regulations**

*Overall Rating* \_\_\_\_

Expectation Check


Comments:

---

---

---

---

**5. Meetings**

*Overall Rating* \_\_\_\_

Expectation Check


Comments:

---

---

---

---

**6. Budget/Finance**

*Overall Rating* \_\_\_\_

Expectation Check


Comments:

---

---

---

---

**7. Personnel**

*Overall Rating* \_\_\_\_

Expectation Check


Comments: .

---

---

---

---

**8. Labor Relations**

*Overall Rating* \_\_\_\_

Expectation Check


Comments:

---

---

---

---

**9. Student Services Overall Rating \_\_\_\_**

Expectation Check


Comments:

---

---

---

---

**10. Facilities/Transportation/Food Services Overall Rating \_\_\_\_**

Expectation Check


Comments:

---

---

---

---

**11. Community Relations**      *Overall Rating* \_\_\_\_

Expectation Check


Comments:

---

---

---

---

**12. Board Superintendent Relationship**      *Overall Rating* \_\_\_\_\_

Expectation Check


Comments:

---

---

---

---

### 13. Leadership

*Overall Rating* \_\_\_\_\_

Expectation Check

1.	Committed to achieving personal and district goals.	
2.	Listens effectively	
3.	Communicates effectively.	
4.	Maintains high standards of ethics, honesty and integrity, and behavior.	
5.	Behaves in a manner that promotes dignity and respect within the district.	
6.	Accepts responsibility and accountability for actions and recommendations.	
7.	Seeks assistance when needed.	
8.	Promotes leadership by delegating, soliciting input, and promoting collaboration.	
9.	Considers implications, options, data, and research when making recommendations and decisions.	
10.	Takes time for personal health and well-being.	
11.	Inspires loyalty, pride, and creativity.	
12.	Manages challenges effectively.	
13.	Promotes practices that enhance respect for diversity.	
14.	Enhances professional knowledge and skills by participation in professional associations, conferences, classes, and workshops.	

Comments:

---

---

---

---



## Evaluation Summary

Achievements:

Areas of Strength:

Opportunities for Growth:

Performance Goal # 1:

The superintendent will:

Evidence needed to measure achievement and/or progress:

Performance Goal # 2:

The superintendent will:

Evidence needed to measure achievement and/or progress:

Performance Goal # 3:

The superintendent will:

Evidence needed to measure achievement and/or progress:

Board Comments

Superintendent Comments

Period of Evaluation: \_\_\_\_\_ to \_\_\_\_\_

Board Chairman Signature \_\_\_\_\_ Date \_\_\_\_\_

Superintendent Signature \_\_\_\_\_ Date \_\_\_\_\_