

**Superintendent Yearly Evaluation Form
October 2013**

Data gathered from this form will be utilized in the following ways:

- The board chair and vice chair will report the average score as the board ranking (one ranking).
- The board chair and vice chair will capture individual written feedback when writing the board’s narrative annual evaluation.
- Each individual form will be provided to the superintendent thus providing the superintendent with the range of scores and each individual member’s feedback and comments.

Please rank the superintendent in the following areas by circling one number only for each question. (One is the lowest ranking; five is the highest.) Board members are encouraged to elaborate on each ranking by providing comments on page 4 and are required to elaborate for rankings of *Developing* or *Distinguished*.

DEFINITIONS OF EVALUATION TERMINOLOGY

1. *Not Demonstrated* - Superintendent **did not demonstrate competence** on or **show adequate growth** towards achieving the goal performance. **Occasionally**, a superintendent **might not demonstrate evidence** on a goal **at that time**, so if “**Not Demonstrated**” is selected, the evaluator **must** comment as to why it was chosen.
2. *Developing* - Superintendent **demonstrated adequate growth** toward achieving goal during the period of performance, but **did not demonstrate competence** on the goal performance.
3. *Proficient* - Superintendent **demonstrated basic competence** on the goal performance.
4. *Accomplished* - Superintendent **exceeded basic competence** on the goal performance **most** of the time.
5. *Distinguished* - Superintendent **consistently** and **significantly exceeded basic competence** on the goal performance.



1. The superintendent’s performance/progress in setting forth plans and strategies for meeting board-approved goals for the district.

1	2	3	4	5
Not Demonstrated	Developing	Proficient	Accomplished	Distinguished

Comments:

2. The superintendent's ability to develop effective strategies aligned with board vision, mission, core beliefs, commitments and Theory of Action.

1 Not Demonstrated	2 Developing	3 Proficient	4 Accomplished	5 Distinguished
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Comments:

3. The superintendent's ability to adapt effectively to changing conditions while still operating within the overall strategy.

1 Not Demonstrated	2 Developing	3 Proficient	4 Accomplished	5 Distinguished
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Comments:

4. The superintendent's judgment in determining an appropriate pace of reform/change.

1 Not Demonstrated	2 Developing	3 Proficient	4 Accomplished	5 Distinguished
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Comments:

5. The superintendent's leadership during development of 2013-2014 budget.

1 Not Demonstrated	2 Developing	3 Proficient	4 Accomplished	5 Distinguished
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Comments:

6. The superintendent's recruitment, retention and development of central office and zone leadership.

1 Not Demonstrated	2 Developing	3 Proficient	4 Accomplished	5 Distinguished
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Comments:

7. The superintendent's management of district operations, including, but not limited to, human resources, communications and overall organizational effectiveness.

1 Not Demonstrated	2 Developing	3 Proficient	4 Accomplished	5 Distinguished
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Comments:

8. The superintendent's recruitment, retention and development of principals.

1 Not Demonstrated	2 Developing	3 Proficient	4 Accomplished	5 Distinguished
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Comments:

9. The superintendent's communication with the board.

1 Not Demonstrated	2 Developing	3 Proficient	4 Accomplished	5 Distinguished
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Comments:

10. The superintendent's communication with me.

1 Not Demonstrated	2 Developing	3 Proficient	4 Accomplished	5 Distinguished
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Comments:

11. The effectiveness of the superintendent's relationships with key decision-makers in local, state and federal government.

1 Not Demonstrated	2 Developing	3 Proficient	4 Accomplished	5 Distinguished
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Comments:

12. The effectiveness of the superintendent’s relationships with key decision-makers of community stakeholders, including without limitation, corporate, philanthropic, civic, higher education and faith-based entities.

1 Not Demonstrated	2 Developing	3 Proficient	4 Accomplished	5 Distinguished
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Comments:

13. The effectiveness of the superintendent’s relationship with General Counsel.

1 Not Demonstrated	2 Developing	3 Proficient	4 Accomplished	5 Distinguished
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Comments:

Additional Board Member Comments:

Board Member Name and Date: