

**SUPERINTENDENT PERFORMANCE EVALUATION**  
**20\_\_-20\_\_ SCHOOL YEAR**

Superintendent: \_\_\_\_\_

Director: \_\_\_\_\_

Date: \_\_\_\_\_

**Standard 1 – *Mission, Vision, and Core Values*:** Effective educational leaders develop, advocate, and enact a shared mission, vision, and core values of high-quality education and academic success and well-being of each student.

## The Superintendent...

Themes	Performance Rating
A. Builds commitment to the vision and mission.	
B. Aligns district procedures and practices with the vision.	
C. Holds board and staff mutually accountable for striving toward the vision.	
D. Uses the vision as an indicator of progress.	
E. Develops explicit strategies and processes to study and improve the district's capacity to improve.	

**Comments:**

**Standard 2 – *Equity and Cultural Responsiveness*:** Effective educational leaders strive for equity of educational opportunity and culturally responsive practices to promote each student’s academic success and well-being.

The Superintendent...

Themes	Performance Rating
A. Recognizes and capitalizes on the diversity within the community.	
B. Increases district capacity to positively address cultural tensions or conflicts.	
C. Works to reduce opportunity and achievement gaps.	
D. Examines district policies, procedures, and practices to ensure adherence to principles of fairness, social justice, and human dignity.	

**Comments:**

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**Standard 3 — *Curriculum, Instruction, and Assessment*:** Effective educational leaders develop and support intellectually rigorous and coherent systems of curriculum, instruction, and assessment to promote each student’s academic success and well-being.

The Superintendent...

Themes	Performance Rating
A. Advocates for student learning as the district’s highest priority.	
B. Promotes the systematic improvement of coherent curriculum, instruction, and assessment.	
C. Ensures that district policies, practices, and resources support learning for each student.	
D. Promotes values, beliefs and behaviors that create an organizational culture devoted to student learning.	

**Comments:**

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**Standard 4 — *Community of Care and Support for Students*:** Effective educational leaders cultivate an inclusive, caring, and supportive school community that promotes the academic success and well-being of each student.

The Superintendent...

Themes	Performance Rating
A. Develops and implements procedures and practices that advance the safety and wellbeing of students, employees, and volunteers.	
B. Develops and implements procedures and practices that advance a purposeful and safe learning environment.	
C. Ensures that district procedures and practices promote a climate that is positive, friendly, and responsive to the needs of individuals.	
D. Promotes the development of student agency in learning and community participation.	
E. Articulates high expectations for ethical and professional behavior of district employees.	

**Comments:**

**Standard 5 — *Professional Capacity of School Personnel:*** Effective educational leaders develop the professional capacity and practice of school personnel to promote each student’s academic success and well-being.

The Superintendent...

Themes	Performance Rating
A. Focuses evaluation and professional development on the improvement of student learning.	
B. Implements effective procedures for staff evaluation.	
C. Develops systematic strategies for using professional development to improve student learning.	
D. Personally models effective professional development.	
E. Builds leadership capacity to improve student learning.	
F. Empowers and supports teachers and staff in developing professional learning communities that promote instructional improvement.	

**Comments:**

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**Standard 6 — *Meaningful Engagement of Families and Community*:** Effective educational leaders engage families and the community in meaningful, reciprocal, and mutually beneficial ways to promote each student’s academic success and well-being.

The Superintendent...

Themes	Performance Rating
A. Develops two-way communication strategies to reach families, and other individuals, agencies, or groups in the community.	
B. Develops strategies to involve families and community members in the educational process.	
C. Develops strategies for constructive resolution of conflicts with families and community members.	
D. Mobilizes community resources to support district goals.	
E. Engages board and community in planning, conducting, and building support for levy and bond campaigns.	
F. Engages with community members, government agencies, professional associations and other external groups to understand the current environment and develop district responses to emerging issues.	

**Comments:**

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*Standard 7 — Operations and Management: Effective educational leaders manage school operations and resources to promote each student's academic success and well-being.*

The Superintendent...

Themes	Performance Rating
A. Uses a continuous improvement process for implementing, monitoring, evaluating, and improving district operations.	
B. Effectively manages fiscal resources in accord with board priorities and instructional improvement.	
C. Strategically manages human resources to support instructional improvement and other district goals.	
D. Effectively manages key elements of district operations.	
E. Develops system for ensuring that employee performance meets district expectations.	

**Comments:**

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*Standard 8 — Collaboration with the Board: Effective educational leaders develop positive working relationships and procedures that help the board of directors to promote each student’s academic success and well-being.*

## The Superintendent...

Themes	Performance Rating
A. Respects and advocates mutual understanding of the roles and responsibilities of superintendents and board.	
B. Honors board policy.	
C. Provides the board with timely information.	
D. Treats all board members fairly, respectfully, and responsibly.	
E. Provides necessary support for effective board decision-making.	
F. Builds strong team relationships with the board.	

**Comments:**

Signatures:

Board Chair  
Superintendent Performance Evaluation

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Date

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Superintendent

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Date