
Model 3:

Oregon School Boards Association

[Insert school district name here]
Superintendent Evaluation Form



STANDARD #1 — LEADERSHIP AND DISTRICT CULTURE

This standard stresses the superintendent's performance in leadership through empowering others, visioning, helping shape school culture and understanding multi-cultural and ethnic differences.

Superintendent's Goal: (circle one rating only)

0 1 2 3 4 *[If the board and superintendent have established a goal for the superintendent related to this standard, insert goal statement here.]*

Summary Rating — Standard #1:

(circle one rating only)

(number of board members marking each rating)

4	Outstanding	_____
3	Very Good	_____
2	Satisfactory	_____
1	Needs Improvement	_____
0	Unacceptable	_____

Comments:

STANDARD #2 — POLICY AND GOVERNANCE

Working with the board to formulate internal and external district policy, defining mutual expectations of performance with the board and demonstrating good school governance to staff, students and the community at large.

Superintendent's Goal: (circle one rating only)

0 1 2 3 4 *[If the board and superintendent have established a goal for the superintendent related to this standard, insert goal statement here.]*

Summary Rating — Standard #2:

(circle one rating only)

(number of board members marking each rating)

4	Outstanding	_____
3	Very Good	_____
2	Satisfactory	_____
1	Needs Improvement	_____
0	Unacceptable	_____

Comments:

STANDARD #3 — COMMUNICATIONS AND COMMUNITY RELATIONS

This standard emphasizes the skills necessary to establish effective two-way communications not only with students, staff and parents, but the community as a whole including beneficial relationships with the media. It also stresses responding to community feedback and building community support for the district.

Superintendent's Goal: (circle one rating only)

0 **1** **2** **3** **4** *[If the board and superintendent have established a goal for the superintendent related to this standard, insert goal statement here.]*

Summary Rating — Standard #3:

(circle one rating only)

(number of board members marking each rating)

4	Outstanding	_____
3	Very Good	_____
2	Satisfactory	_____
1	Needs Improvement	_____
0	Unacceptable	_____

Comments:

STANDARD #4 — ORGANIZATIONAL MANAGEMENT

This standard requires the superintendent to gather and analyze data for decision making and for making recommendations to the board. It stresses the skills necessary to meet internal and external customer expectations and to effectively allocate resources.

Superintendent's Goal: (circle one rating only)

0 1 2 3 4 *[If the board and superintendent have established a goal for the superintendent related to this standard, insert goal statement here.]*

Summary Rating — Standard #4:

(circle one rating only)

(number of board members marking each rating)

4	Outstanding	_____
3	Very Good	_____
2	Satisfactory	_____
1	Needs Improvement	_____
0	Unacceptable	_____

Comments:

STANDARD #5 — CURRICULUM PLANNING AND DEVELOPMENT

This standard tests the superintendent's skills in keeping current with the latest designs in curriculum, teaching, learning and testing theories. It requires the superintendent to recommend the use of electronics and other learning technologies as required.

Superintendent's Goal: (circle one rating only)

0 1 2 3 4 *[If the board and superintendent have established a goal for the superintendent related to this standard, insert goal statement here.]*

Summary Rating — Standard #5:

(circle one rating only)

(number of board members marking each rating)

4	Outstanding	_____
3	Very Good	_____
2	Satisfactory	_____
1	Needs Improvement	_____
0	Unacceptable	_____

Comments:

STANDARD #6 — INSTRUCTIONAL LEADERSHIP

Since Standard #5 addresses *what* is to be taught, then this standard emphasizes *how* it should be taught. It emphasizes the skills required to ensure that the most effective teaching techniques are in place and that all instructional resources are used to maximize student achievement. This standard also centers on applying research and best practices with respect to diversity sensitivities.

Superintendent's Goal: (circle one rating only)

0 1 2 3 4 *[If the board and superintendent have established a goal for the superintendent related to this standard, insert goal statement here.]*

Summary Rating — Standard #6:
(circle one rating only)

(number of board members marking each rating)

4	Outstanding	_____
3	Very Good	_____
2	Satisfactory	_____
1	Needs Improvement	_____
0	Unacceptable	_____

Comments:

STANDARD #7 — HUMAN RESOURCES LEADERSHIP

This performance standard requires skills in developing and implementing a staff performance evaluation system. It also requires skills in applying ethical, contractual and legal requirements for personnel selection, development, retention, promotion and dismissal.

Superintendent's Goal: (circle one rating only)

0 1 2 3 4 *[If the board and superintendent have established a goal for the superintendent related to this standard, insert goal statement here.]*

Summary Rating — Standard #7:

(circle one rating only)

(number of board members marking each rating)

4	Outstanding	_____
3	Very Good	_____
2	Satisfactory	_____
1	Needs Improvement	_____
0	Unacceptable	_____

Comments:

STANDARD #8 — VALUES AND ETHICS OF LEADERSHIP

This stresses the understanding and modeling of appropriate value systems, ethics and moral leadership. It also requires superintendents to exhibit multi-cultural and ethnic understanding and to coordinate with social agencies and human services to help students grow and develop as caring, informed citizens.

Superintendent's Goal: (circle one rating only)

0 1 2 3 4 *[If the board and superintendent have established a goal for the superintendent related to this standard, insert goal statement here.]*

Summary Rating — Standard #8:

(circle one rating only)

(number of board members marking each rating)

4	Outstanding	_____
3	Very Good	_____
2	Satisfactory	_____
1	Needs Improvement	_____
0	Unacceptable	_____

Comments:

STANDARD #9 — LABOR RELATIONS

This performance standard requires the superintendent to provide technical advice to the board during labor negotiations, and/or to keep the board apprised of negotiation status, to understand and effectively administer negotiated labor contracts and to keep abreast of legislative changes affecting the collective bargaining process.

Superintendent's Goal: (circle one rating only)

0 1 2 3 4 *[If the board and superintendent have established a goal for the superintendent related to this standard, insert goal statement here.]*

Summary Rating — Standard #9:

(circle one rating only)

(number of board members marking each rating)

4	Outstanding	_____
3	Very Good	_____
2	Satisfactory	_____
1	Needs Improvement	_____
0	Unacceptable	_____

Comments:

STANDARD #10 — DISTRICT GOALS

This standard requires the superintendent to direct attention to attainment of district goals as adopted by the board of directors and to report progress toward goal attainment on a regular, prescribed periodic basis.

Performance Indicators: (circle one rating only for each indicator)

0 1 2 3 4 10.1 *[Insert goal statement here]*

0 1 2 3 4 10.2 *[Insert goal statement here]*

0 1 2 3 4 10.3 *[Insert goal statement here]*

[Continue to list any additional goal statements]

Summary Rating — Standard #10:

(circle one rating only)

(number of board members marking each rating)

4	Outstanding	_____
3	Very Good	_____
2	Satisfactory	_____
1	Needs Improvement	_____
0	Unacceptable	_____

Comments: