

Annual Superintendent Evaluation

An Overview of the SuperEval System, Evaluation Competencies, Annual Timeline, and Proposed
2026–27 Leadership Goals

SuperEval System Overview

A web-based, evidence-driven evaluation framework designed to foster reflective leadership, goal alignment, and collaborative board communication.

SuperEval Platform Features



Evidence Portfolio

Facilitates ongoing documentation and artifact collection throughout the year to ground every rubric rating in objective evidence and transparent performance outcomes.



Goal-Aligned System

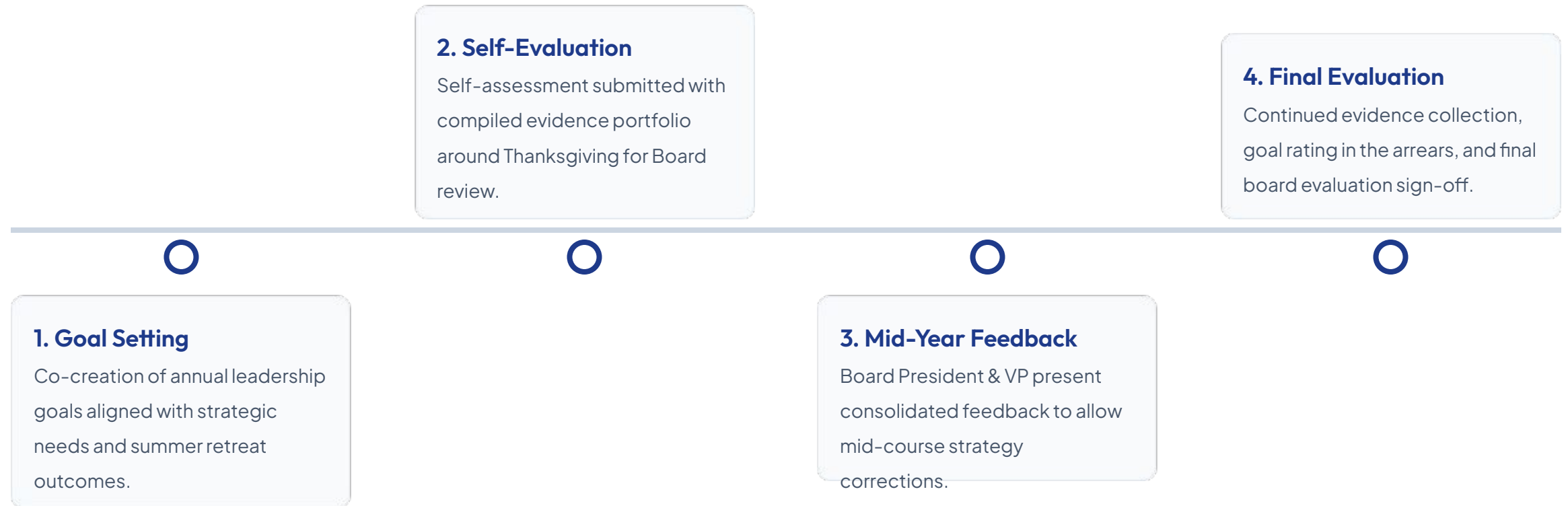
Directly connects district strategic priorities to administrator performance standards, converting evaluation from a compliance exercise into a tool for growth.



District-Wide Continuity

Utilized across all administrative roles in the district to maintain shared vocabulary, consistent standards, and cohesive leadership expectations.

Annual Evaluation Timeline



Evaluated Competencies

Examining the core domains of professional practice that guide administrative performance across the school district.

Spring Board Survey Results



100%

Competencies Retained

Consensus to Maintain All Standards

During the spring survey, Board members reviewed all core competency areas to evaluate whether any domains should be modified or eliminated.

There was no board consensus to remove any domain. Consequently, evaluation will continue across all five established goal areas, each comprised of 4–6 specialized sub-areas evaluated independently.

Five Core Performance Domains

 **Relationship with the Board:** Fostering open communication, mutual trust, policy governance support, and transparent reporting on district operations.

 **Community Relations:** Building strategic partnerships, engaging district stakeholders, and serving as a visible advocate for student success.

 **Staff Relationships:** Supporting professional growth, cultivating high morale, maintaining collaborative dialogue, and recognizing staff excellence.

 **Business & Finance:** Ensuring fiscal stewardship, sound budgetary allocation, resource alignment with goals, and operational efficiency.

 **Instructional Leadership:** Driving curriculum rigor, data-informed instruction, equitable student outcomes, and continuous teaching improvement.

Proposed Leadership Goals

Aligning annual accountability targets with student growth, climate outcomes,
and strategic retreat priorities.

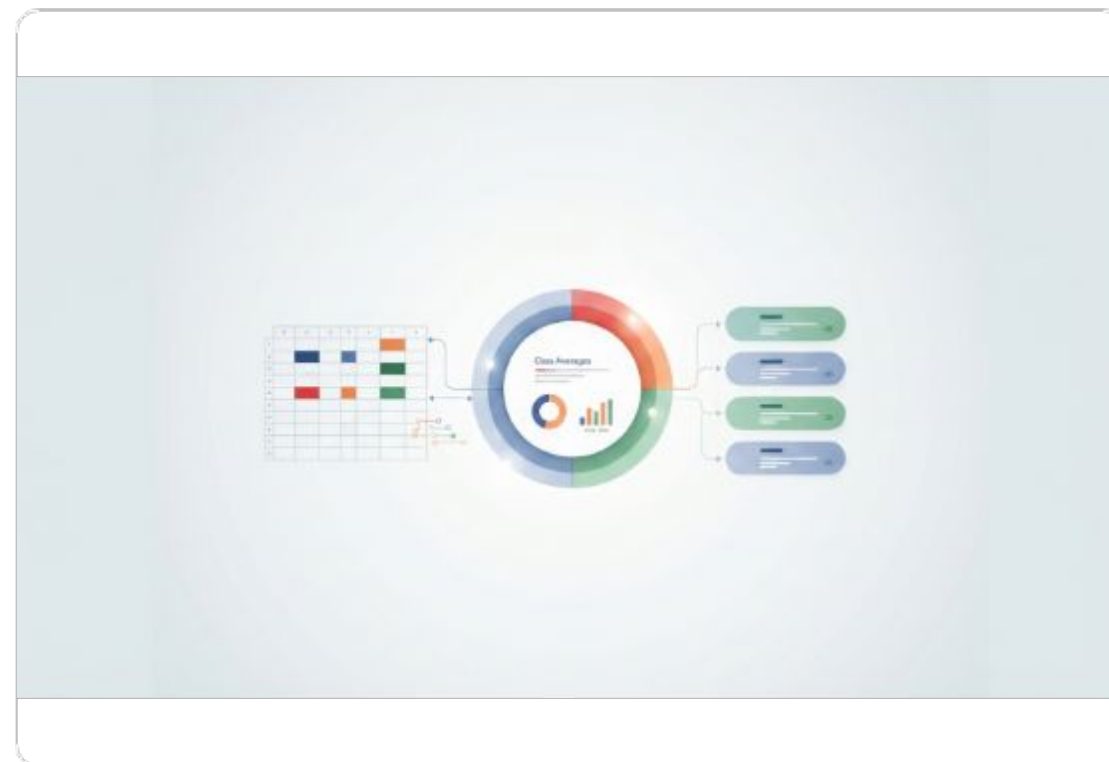
Evaluation Methodology: In Arrears

Data Alignment & Data Release Timelines

Annual outcome goals are evaluated "in the arrears" due to state assessment reporting cycles.

Official state assessment data (such as IAR) is typically finalized and released after the formal annual evaluation cycle concludes.

Evaluating targets in the arrears ensures that final ratings are based on validated, official annual performance data rather than preliminary estimates.



Continued Leadership Goals

GOAL 1 and 2: STUDENT GROWTH & PROFICIENCY

Academic Excellence

Target: 80% to 100% of students will demonstrate proficiency and/or growth in English Language Arts (ELA) and Mathematics on the IAR and/or NWEA assessments.

Maintains continuous district focus on core academic mastery, individualized student growth targets, and multi-tiered instructional support.

GOAL 3: STAFF ENGAGEMENT

Workplace Climate

Target: 80% to 100% of staff will report high levels of satisfaction and engagement at work on annual climate surveys.

Sustains a supportive, professional work environment where staff feel valued, empowered, and equipped to achieve excellence.

New Goal: PLC Implementation

Collaborative Common Practices

Target: By the end of the school year, establish a plan for every certified teacher to work with at least one peer to teach, assess, and differentiate for common student outcomes starting in 2027–28 using PLC core questions.

Rationale: Serves as a key leading indicator derived directly from the Glows & Grows identified during the summer BOE & Administrative Retreat.



Questions & Discussion

Thank you for your continued leadership, partnership, and commitment to district excellence.

[Ready for Board Feedback & Discussion](#)

Image Sources



<https://cdn.sanity.io/images/b24dbxy9/production/590159431d2c3d687b0b093ce2047255253e9ef5-1376x768.png?rect=6,0,1365,768&w=1600&h=900&fit=crop&auto=format>

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