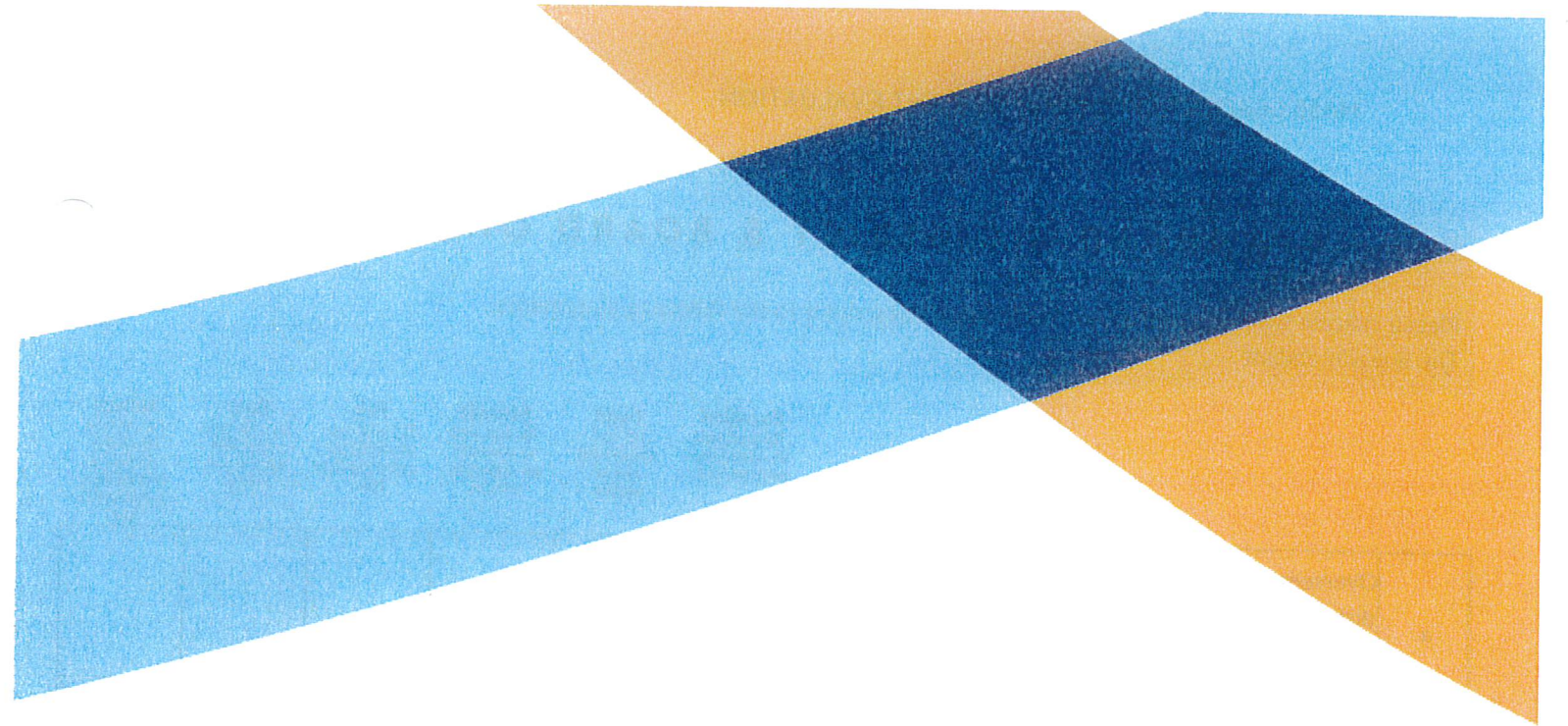




NASB LEADERSHIP SUPERINTENDENT EVALUATION

STANDARD 1: DISTRICT & BOARD OPERATIONS

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

		Excellent <i>The supt. does an outstanding job at this task.</i>	Good <i>The supt. performs this task as required.</i>	Average <i>The supt. does an adequate job performing this task.</i>	Fair <i>The supt. does a passable job performing this task.</i>	Poor <i>The supt. does not perform this task well or at all.</i>	Unsure <i>I do not have certainty or confidence that the supt. completes this task.</i>
a.	Oversees district business according to policy, the district's compliance and reporting requirements within all NDE rules and regulations, accreditation requirements, and state and federal law.						
b.	Represents the district in its dealings with other school districts, NDE, ESU, community organizations, the media, and all legal matters.						
c.	Demonstrates collaborative problem solving and decision-making.						
d.	Informs and seeks input from the board as appropriate.						
e.	Provides notice of meetings, attends, and monitors compliance with the Nebraska Open Meetings Act.						
f.	Works collaboratively with board president to develop the board agenda, and to the greatest extent possible, ensures that the board has adequate information to support purposeful and informed decision-making.						
g.	Supports board committee work as part of effective board decision-making.						
Provide evidence to support your choices above.							



STANDARD II: BOARD POLICY

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

Excellent
*The supt. does
an outstanding
job at this task.*

Good
*The supt.
performs this
task as
required.*

Average
*The supt. does
an adequate
job performing
this task.*

Fair
*The supt. does
a passable job
performing this
task.*

Poor
*The supt. does
not perform
this task well
or at all.*

Unsure
*I do not have
certainty or
confidence
that the supt.
completes this
task.*

		Excellent <i>The supt. does an outstanding job at this task.</i>	Good <i>The supt. performs this task as required.</i>	Average <i>The supt. does an adequate job performing this task.</i>	Fair <i>The supt. does a passable job performing this task.</i>	Poor <i>The supt. does not perform this task well or at all.</i>	Unsure <i>I do not have certainty or confidence that the supt. completes this task.</i>
a.	Works with the board to maintain effective and purposeful district policy.						
b.	Governs consistently through board policy and administrative protocol and procedures.						
c.	Ensures student discipline is implemented with integrity and consistency.						
d.	Personnel policies are clear and implemented consistently.						
e.	Monitors administrators' implementation of policy and procedures.						
Provide evidence to support your choices above.							

STANDARD III: BUDGET PLANNING & MANAGEMENT

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

Excellent
*The supt. does
an outstanding
job at this task.*

Good
*The supt.
performs this
task as
required.*

Average
*The supt. does
an adequate
job performing
this task.*

Fair
*The supt. does
a passable job
performing this
task.*

Poor
*The supt. does
not perform
this task well
or at all.*

Unsure
*I do not have
certainty or
confidence
that the supt.
completes this
task.*

		Excellent <i>The supt. does an outstanding job at this task.</i>	Good <i>The supt. performs this task as required.</i>	Average <i>The supt. does an adequate job performing this task.</i>	Fair <i>The supt. does a passable job performing this task.</i>	Poor <i>The supt. does not perform this task well or at all.</i>	Unsure <i>I do not have certainty or confidence that the supt. completes this task.</i>
a.	Upholds fiscal responsibility and accountability.						
b.	Leads a collaborative board and administrative budget planning process to align resources with the district needs and priorities.						
c.	Updates the board with historical and current budget data to monitor revenue and expenditures.						



NASB LEADERSHIP SUPERINTENDENT EVALUATION

d.	Ensures that the district completes an annual audit and discloses findings to the finance committee and board.						
e.	Oversees current building projects (if applicable) and the maintenance and upkeep of district facilities and grounds.						
Provide evidence to support your choices above.							

STANDARD IV: EDUCATIONAL LEADERSHIP

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

Excellent
The supt. does an outstanding job at this task.

Good
The supt. performs this task as required.

Average
The supt. does an adequate job performing this task.

Fair
The supt. does a passable job performing this task.

Poor
The supt. does not perform this task well or at all.

Unsure
I do not have certainty or confidence that the supt. completes this task.

a.	Advocates for the learning needs of all students.						
b.	Advocates for the engagement of parents/families as partners in the education of students.						
c.	Provides comprehensive coursework and opportunities to ensure college/career readiness for every student.						
d.	Optimizes alignment of resources, curriculum, and assessments to support student success.						
e.	Provides integrated technology curriculum and resources.						
f.	Ensures curriculum is reviewed and updated per board policy.						
g.	Assumes the key leadership role and responsibility for growth and improved student learning.						
h.	Engages internal stakeholders (i.e. administration, staff, students) and external stakeholders (i.e. parents, community) in the discussion of long-term plans and goals.						
i.	Effectively utilizes data to guide and monitor progress of district goals.						
Provide evidence to support your choices above.							



STANDARD V: ORGANIZATIONAL & CULTURAL LEADERSHIP

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

Excellent
*The supt. does
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Good
*The supt.
performs this
task as
required.*

Average
*The supt. does
an adequate
job performing
this task.*

Fair
*The supt. does
a passable job
performing this
task.*

Poor
*The supt. does
not perform
this task well
or at all.*

Unsure
*I do not have
certainty or
confidence
that the supt.
completes this
task.*

		Excellent <i>The supt. does an outstanding job at this task.</i>	Good <i>The supt. performs this task as required.</i>	Average <i>The supt. does an adequate job performing this task.</i>	Fair <i>The supt. does a passable job performing this task.</i>	Poor <i>The supt. does not perform this task well or at all.</i>	Unsure <i>I do not have certainty or confidence that the supt. completes this task.</i>
a.	Contributes to a unified school environment of trust and respect among students, staff, families, and community members.						
b.	Provides leadership and oversight to the administrative team through regular communication, supervision, and evaluation.						
c.	Ensures that district personnel and all staff are evaluated regularly according to board policy and applicable laws.						
d.	Integrates an effective conflict resolution process to address matters in a purposeful and timely manner.						
e.	Handles personnel matters in a forthright, objective, and professional manner.						
What evidence can the board identify to validate the superintendent is implementing and monitoring progress of the strategic plan priorities?							
Provide evidence to support your choices above.							



STANDARD VI: COMMUNITY RELATIONS

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

Excellent <i>The supt. does an outstanding job at this task.</i>	Good <i>The supt. performs this task as required.</i>	Average <i>The supt. does an adequate job performing this task.</i>	Fair <i>The supt. does a passable job performing this task.</i>	Poor <i>The supt. does not perform this task well or at all.</i>	Unsure <i>I do not have certainty or confidence that the supt. completes this task.</i>
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a.	Establishes a visible presence in the district and community and is accessible to both internal and external stakeholders.						
b.	Effectively communicates key public information in a timely manner.						
c.	Acts as a unifying leader within and on behalf of the district, presents a positive image, and strives to reconcile divergent viewpoints in the interest of what is best for students.						
d.	Understands and is respectful of the political, economic, and social aspects of the community.						
e.	Seeks to engage external stakeholders, build cohesive and positive relationships, while promoting involvement and support of the school district.						
Provide evidence to support your choices above.							

STANDARD VII: PROFESSIONAL LEADERSHIP

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

Excellent <i>The supt. does an outstanding job at this task.</i>	Good <i>The supt. performs this task as required.</i>	Average <i>The supt. does an adequate job performing this task.</i>	Fair <i>The supt. does a passable job performing this task.</i>	Poor <i>The supt. does not perform this task well or at all.</i>	Unsure <i>I do not have certainty or confidence that the supt. completes this task.</i>
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a.	Models positive and professional leadership based upon ethics, trust, integrity, and respect.						
b.	Addresses concerns and opinions with respect and confidence.						



NASB LEADERSHIP SUPERINTENDENT EVALUATION

c.	Demonstrates values and an attitude that inspires others to attain a higher level of performance.						
d.	Demonstrates knowledge of current evidence-based practices for teaching and learning and seeks to develop others in this area.						
Provide evidence to support your choices above.							

Additional Comments (Optional):	
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NASB LEADERSHIP SUPERINTENDENT EVALUATION

Superintendent's Response:

Superintendent Evaluation Summary

The superintendent should identify no more than four performance areas on which to focus their growth professionally. Note: Targeting in excess of four performance areas will make it difficult for the individual to address the areas adequately. When his/her performance is at a high-level, sustaining, refining, and replicating the performance is the goal. Follow through will ensure the success of the superintendent and the board.

The Performance Plan should consist of:

- goals (**what** must he/she do to achieve the objective or what is the intended result)
- performance indicators (**how** will the board measure progress and/or success)
- timeline (**when** will progress/success be assessed or completion date)
- signature (once the Performance Plan has been completed and reviewed the board president and superintendent will both sign and date placing a copy in the superintendent's personnel file and a copy will be retained by the board president)

Note: The Performance Plan should be reviewed and updated throughout the year to assess progress and success. Modifications should only be made if the board/superintendent discuss and agree upon appropriate changes.

(Signature of Superintendent)

(Date)

(Signature of Board President)

(Date)

