

**SUPERINTENDENT'S EVALUATION
ANALYSIS - JUNE 20, 2017**

SECTION I: JOB RESPONSIBILITIES

RATING SCALE FOR SECTION I:

5: Outstanding; 4: Excellent; 3: Good; 2: Needs Improvement; 1: Unsatisfactory; X: Insufficient Information

	A	B	C	D	E	F	G		AVG. SCORE	
1. Keeps the school board informed on the conditions of the district's educational system.	4	4	3	4	5	4	3	27	3.86	
2. Provides necessary information for the school board in the form of information packets, school board reports and agendas.	5	4	4	4	5	4	3	29	4.14	
3. Works with the school board in the development of the overall goals of the district.	4	5	4	5	5	4	3	30	4.29	
4. Develops specific district objectives which support the goals of the school board and the district.	5	4	3	4	5	5	3	29	4.14	
5. Develops and recommends to the school board long-range plans consistent with population trends, educational needs, and established goals.	4	3	4	4	5	5	2	27	3.86	
6. Develops and recommends to the school board short-range plans consistent with population trends, educational needs, and established goals.	4	3	4	4	5	4	3	27	3.86	
7. Develops specific policies, procedures and programs to implement the intents established by the Board of Trustees.	5	4	3	4	5	4	3	28	4.00	
8. Implements effectively the decisions of the school board.	5	4	4	4	5	4	3	29	4.14	
9. Develops and maintains effective plans of organization, educational programs and services.	5	5	3	4	5	4	2	28	4.00	
10. Establishes and maintains high standards of performance of district personnel.	5	4	3	4	5	4	3	28	4.00	
11. Maintains effective relations with employee organizations.	5	4	3	4	5	4	3	28	4.00	
12. Supervises the preparation, presentation and administration of the school district budgets and assists the school board in analysis of the budgets.	4	5	4	4	5	4	3	29	4.14	
13. Represents effectively the district in interactions with other school systems, agencies and the general public.	5	5	4	4	5	5	4	32	4.57	
14. Directs effectively the operations and activities of the central office administrative staff.	5	5	4	4	5	4	4	31	4.43	
15. Delegates authority to staff, appropriate to their positions.	5	5	4	4	5	4	3	30	4.29	
16. Keeps the public informed on the progress and needs of :										
schools	a.	5	2	3	4	5	3	2	24	3.43
parents	b.	5	2	2	4	5	3	2	23	3.29
staff	c.	5	2	2	4	5	3	3	24	3.43
community	d.	5	2	2	4	5	4	2	24	3.43
17. Provides for the improvement and supervision of instruction in the schools, which includes making recommendations to the school board regarding modification of the curriculum and courses of study.	5	5	3	4	5	4	3	29	4.14	

18. Assists the school board with policy recommendations and places before the school board helpful facts resulting from investigations, information and reports, and seeks the assistance of the professional and support staffs in formulating recommendations.												3	4	3	4	5	4	3	26	3.71
19. Demonstrates responsibility for general supervision of district activities and assignment of all personnel, including any necessary modifications of assigned duties.												5	4	3	4	5	4	3	28	4.00
20. Demonstrates responsibility for self-improvement and enhancement of professional skills and abilities.												5	4	4	4	5	4	3	29	4.14
21. Demonstrates responsibility to board requests for additional information.												5	4	4	4	5	5	3	30	4.29
22. Provides a safe and secure learning environment.												X	5	4	4	5	5	3	26	4.33
23. Provides a safe and secure work environment.												X	5	4	4	5	5	3	26	4.33
TOTALS												113	103	88	105	130	107	75		103.00

SECTION II: LEADERSHIP

RATING SCALE FOR SECTIONS II THROUGH V:

5: Consistently; 4: Frequently; 3: Often; 2: Sometimes; 1: Seldom/Rarely; X: Insufficient Information

	A	B	C	D	E	F	G			MEAN SCORE
1. Provides leadership in fulfilling the goals and objectives of the district.	5	4	3	5	5	4	2	28		4.00
2. Provides leadership in the fiscal management of the district.	X	5	3	4	5	4	3	24		4.00
3. Provides leadership regarding planning responsibilities of the district.	5	5	3	5	5	4	2	29		4.14
4. Provides leadership in the supervision of the district personnel.	5	5	2	5	5	4	3	29		4.14
5. Provides leadership for the improvement and supervision of the curriculum and instruction in the schools.	4	5	2	4	5	4	2	26		3.71
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TOTALS	19	24	13	23	25	20	12			19.43

SECTION III: DECISION-MAKING SKILLS

	A	B	C	D	E	F	G			MEAN SCORE
1. Consults with people; seeks and considers position of others.	5	3	3	4	5	4	2	26		3.71
2. Acts with analyzed rationale.	5	4	4	4	5	4	3	29		4.14
3. Explores implications and options.	4	4	3	5	5	4	3	28		4.00
4. Listens, researches and interacts prior to making decisions.	4	4	3	4	5	4	3	27		3.86
5. Modifies position when "better" information becomes available.	4	3	3	4	5	3	3	25		3.57
6. Accepts responsibility for decisions.	5	5	3	5	5	5	3	31		4.43
TOTALS	27	23	19	26	30	24	17			23.71

SECTION IV: INTERPERSONAL SKILLS

	A	B	C	D	E	5	G			MEAN SCORE
1. Displays understanding when interacting with people of different positions or interests.	5	3	3	4	5	4	X	24		4.00
2. Emphasizes the importance of productive relationships with people.	5	4	4	4	5	5	3	30		4.29
3. Works to promote positive morale.	4	2	2	4	5	5	2	24		3.43
4. Displays objectivity in considering new and divergent points of view.	4	4	3	4	5	4	3	27		3.86
5. Demonstrates dependability and reliability.	5	4	3	5	5	5	3	30		4.29
TOTALS	23	17	15	21	25	23	11			19.29

SECTION V: COMMUNICATION SKILLS

	A	B	C	D	E	F	G			MEAN SCORE
1. Displays effective listening skills.	5	4	4	4	5	4	3	29		4.14
2. Demonstrates a sense of humor.	5	5	5	5	5	4	4	33		4.71
3. Displays an openness to interactive communications.	5	5	4	4	5	4	4	31		4.43
4. Displays oral and written communications that are objective, descriptive, accurate and articulate.	5	5	4	4	5	4	3	30		4.29
5. Represents the school board in interactions with staff.	X	4	3	5	5	4	2	23		3.83
6. Represents the staff in interactions with the school board.	X	2	2	5	5	4	2	20		3.33
TOTALS	20	25	22	27	30	24	18			23.71