

## ***Some Thoughts About Superintendent Performance Evaluations***

A School Board only hires one person, fires or extends the contract of one person, and monitors the performance of one person, and that is the superintendent. The process should be given the effort and time it deserves.

It is vital to look at the process each year and decide on modifications.

Following are some important things for school board members to consider for superintendent performance evaluations:

1. How are the school board policies being governed and carried out?
2. What type of progress is being made on the district's strategic plan? And, is the plan being embedded throughout the district over time?
3. Is the superintendent enhancing leadership throughout the district by hiring new key staff and increasing the skill of existing key staff?
4. How effective and efficient are the district's financial policies, current positions and paths for the future?
5. What do the district's students, certified and classified staff, administrators, parents, civic and business leaders, professional organizations and regional colleagues think of the superintendent?
6. Is the superintendent an effective interface with the community, the media and other external organizations?
7. Is the superintendent's projected vision of the district's future, educational values and beliefs in line with the board's vision of the future, and educational values and beliefs?
8. Student achievement.....

### ***Other Suggestions:***

\*Start collecting evaluation data by December and complete data gathering by the end of April. Final executive sessions should be in May, and evaluations must be completed by the end of June

\*The board secretary should do any staff work necessary i.e.: set up interviews, initiate surveys, prepare final documents, etc.

\*The superintendent works for the board as a whole. The board as a group should speak with one voice in setting expectations and assessing progress made or not made on their expectations.

\* The final evaluation is a public document and it should be written with this in mind.