

## District Superintendent Performance Evaluation Form

Using the ratings described above, place an “X” in the appropriate box indicating the District Superintendent’s performance in each area. For any Distinguished, Needs Improvement or Failing rating, provide specific examples in the “Comments” section below.

<u>Objective Performance Standard</u>	Distinguished	Proficient	Needs Improvement	Failing
<b>Continuous Improvement Planning</b>				
<u>Key Performance Indicators</u>				
The superintendent will monitor student achievement on the PSSA, Keystone Exams and other assessments to ensure continued success and to improve scores and participation in targeted areas.				
The superintendent will develop successful strategies for improvement, including meeting annual requirements for School Performance Profile.				
The superintendent will oversee and encourage use of PVAAS data among professional staff with regard to making curricular, staffing and comprehensive planning decisions within the District.				
The superintendent will provide leadership for the implementation of the PA Common Core.				
The superintendent will continue to provide leadership in addressing the achievement gaps that are evidenced in performance and participation data.				

**How would you classify the District Superintendent’s overall performance in the area of Student Growth and Achievement?**

<b>Distinguished</b>	<b>Proficient</b>	<b>Needs Improvement</b>	<b>Failing</b>
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Comments: \_\_\_\_\_  
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## District Superintendent Performance Evaluation Form

<u>Objective Performance Standard</u>				
<b>Organizational Leadership</b>	<b>Distinguished</b>	<b>Proficient</b>	<b>Needs Improvement</b>	<b>Failing</b>
<u>Key Performance Indicators</u>				
The superintendent will demonstrate the ability to assist and motivate others in achieving personal, professional and District goals.				
The superintendent will use strategic initiatives and District performance data to identify appropriate professional development opportunities for staff within the District.				
The superintendent will demonstrate a clear understanding of Board/ superintendent relationship, including appropriate roles and responsibilities.				
The superintendent will provide leadership to the process of creating the new strategic plan that meets the guidelines of the Commonwealth and expectations of the Board.				
The superintendent will provide effective leadership in school and District level administrative changes.				

**How would you classify the District Superintendent’s overall performance in the area of Organizational Leadership?**

<b>Distinguished</b>	<b>Proficient</b>	<b>Needs Improvement</b>	<b>Failing</b>
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Comments: \_\_\_\_\_

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## District Superintendent Performance Evaluation Form

<u>Objective Performance Standard</u>				
<b>District Operations Fiscal Management</b>	<b>Distinguished</b>	<b>Proficient</b>	<b>Needs Improvement</b>	<b>Failing</b>
<u>Key Performance Indicators</u>				
The Superintendent shall supervise the management of all District operations, financial management and ensure completion of activities associated with District projects.				
The superintendent will work effectively with the Board to develop and monitor District policy and administrative regulations related to District Operations and Financial Management.				
The superintendent will work with the Board and District business manager to successfully accomplish financial and budgetary priorities, including meeting all timelines associated with the annual budget.				
The superintendent will develop contingency plans designed to address anticipated and unanticipated budgetary necessities.				
The superintendent will make financially responsible recommendations addressing enrollment.				

**How would you classify the District Superintendent’s overall performance in the area of District-wide Management?**

<b>Distinguished</b>	<b>Proficient</b>	<b>Needs Improvement</b>	<b>Failing</b>
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Comments: \_\_\_\_\_  
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## District Superintendent Performance Evaluation Form

<u>Objective Performance Standard</u>				
<b>Community</b>	<b>Distinguished</b>	<b>Proficient</b>	<b>Needs Improvement</b>	<b>Failing</b>
<u>Key Performance Indicators</u>				
Superintendent shall promote a system within the District that seeks to engage each member of the District community; promotes, enhances, and sustains a shared vision, positive school climate and ensures family and support for student participation in the learning process.				
The superintendent will work successfully with the Board to build support in the community for the District’s vision, mission and both long and short-term priorities.				
The superintendent will utilize multiple methods for delivering accurate, timely and reliable information to the Board and community.				
The superintendent will communicate effectively with the Board and coordinate the flow of information from Administration to Board committees in a manner consistent with Board expectations.				
The superintendent will develop a communication and reporting timeline for the new comprehensive plan in a manner and format acceptable to the Board.				

**How would you classify the District Superintendent’s overall performance in the area of Communication and Community Relations?**

<b>Distinguished</b>	<b>Proficient</b>	<b>Needs Improvement</b>	<b>Failing</b>
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Comments: \_\_\_\_\_  
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## District Superintendent Performance Evaluation Form

<u>Objective Performance Standard</u>				
<b>Human Resource Management</b>	<b>Distinguished</b>	<b>Proficient</b>	<b>Needs Improvement</b>	<b>Failing</b>
<u>Key Performance Indicators</u>				
The superintendent will effectively manage District staff, assigning functions, delegating effectively and determining accountability as necessary.				
The superintendent will ensure effective training and professional development opportunities for all professional staff related to new requirements for teacher and administrator evaluations.				
The superintendent will make effective use of District staff and leadership by establishing high expectations for performance, providing guidance and support and assuring accurate and fair evaluations of performance.				
The superintendent will provide leadership for the successful implementation of the PA teacher effectiveness model.				

**How would you classify the District Superintendent’s overall performance in the area of Professionalism?**

<b>Distinguished</b>	<b>Proficient</b>	<b>Needs Improvement</b>	<b>Failing</b>
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Comments: \_\_\_\_\_  
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