

MSAD 72 SUPERINTENDENT EVALUATION

PURPOSE OF THE EVALUATION

The purpose of the Annual Superintendent Evaluation is to present an opportunity for the School Board to provide valuable feedback to the Superintendent. This feedback should focus on strengths, areas for improvement, and goals of the Superintendent. The desired outcome of this process is to enable the Board and Superintendent to engage in a dialogue, which will ultimately improve the performance of the Superintendent and the Board, resulting in continuous improvement of MSAD 72.

PROCEDURES

A. The annual evaluation shall be conducted in the months of May and June in conjunction with the Board's self-evaluation.

B. Evaluation Tool:

The Evaluation instrument consists of two parts:

1.) Priority Performance Goals for the Superintendent (the Superintendent's annual professional goals)

2.) Assessment of ongoing management responsibilities. (Job Expectations)

Priority Performance Goals for the Superintendent form the primary focus of the evaluation.

KEY

All items rated with a "1" (Needs Improvement) require additional explanation indicating the nature of the deficiency or a statement of what the Board member expected to see in performance that was not evident. Any "1" ratings without supporting details will not be included in rating averages.

3. Exceeds Standards and Requirements: Performance is consistently above established standards and job knowledge clearly exceeds requirements.

2. Meets Standards and Requirements: Performance meets expected standards and results are achieved. The required skills and knowledge are in evidence, and occasionally performance exceeds

job requirements.

1. Needs Improvement: Performance is below expected levels of the position and/or lacking in important result areas.

N/A: Not applicable/don't know/not enough data to rate.

I. YEARLY GOALS (75% of Evaluation)

Goal 1: Facilitate the creation of curricular documents that outline the scope-and-sequence for each content area K-8 for staff, students, and parents.

Goal 2: Work collaboratively to compile baseline data in reading and math to assist with the evaluation of instruction, goal-setting, professional-development planning, etc.

Goal 3: Work with the administrative team to reduce chronic absenteeism rates at each school.

Goal 4: Work with the administrative team to reduce chronic absenteeism rates at each school.

II. JOB EXPECTATIONS: to promote the academic success and well-being of each student. (25% of Evaluation)

MISSION, VISION, AND CORE VALUES

As an educational leader, develops, advocates, and enacts a shared mission, vision, and core values of high-quality education.

ETHICS AND PROFESSIONAL NORMS

Acts ethically and according to professional norms.

Makes decisions on available information and maintains objectivity when making decisions.

EQUITY AND CULTURAL RESPONSIVENESS

Strives for equity of educational opportunities and culturally responsive practices.

CURRICULUM, INSTRUCTION, AND ASSESSMENT

Develops and supports intellectually rigorous and coherent systems of curriculum, instruction, and assessment.

COMMUNITY OF CARE AND SUPPORT FOR STUDENTS

Cultivates an inclusive, caring, and supportive school community.

MEANINGFUL ENGAGEMENT OF FAMILIES AND COMMUNITIES

Engages families and the community in meaningful, reciprocal, and mutually beneficial ways.

Projects a positive image of the district.

Actively seeks two-way communication with the community as appropriate.

OPERATIONS AND MANAGEMENT

Manages school operations, resources, and budgetary needs of the District.

Regularly and effectively reports to the board concerning the budget and financial status.

SCHOOL IMPROVEMENT

Acts as an agent of continuous improvement of all District schools.

Ensures the District schools and property are properly maintained.

BOARD RELATIONS

Keeps the board informed with adequate information as needed so it may perform its responsibilities.

Provides relevant meeting materials and supporting information.

Addresses board questions and follows up with appropriate board members.

Is actively involved in the development, recommendation, and administration of district policies.

Comments:

Overall Effectiveness Summary Statement:

Areas of Strength:

Areas for Improvement:

Amended: 4/9/2025