

**Hudson Community School District
*Superintendent Evaluation Form***

Job Responsibilities

STANDARD #1: A superintendent is an educational leader who promotes the success of all students by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the school community.

Performance Indicators:

- 1) Sets priorities for the improvement of student achievement
- 2) Articulates and promotes high expectations for teaching and learning
- 3) Works collaboratively with the staff to implement a vision of comprehensive school improvement
- 4) Works with the community to implement a vision of comprehensive school improvement
- 5) Gathers, analyzes, and uses district data for decision making for school improvement

Supporting Evidence:

Board Comments:

Standard #2: A superintendent is an educational leader who promotes the success of all students by advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff professional development.

Performance Indicators:

- 6) Provides leadership for annually assessing and setting priorities on student and district needs
- 7) Evaluates and provides direction for improving school district programs
- 8) Provides leadership for developing and improving school environment and culture
- 9) Provides encouragement and opportunities to help staff become more effective teachers
- 10) Evaluates staff and provides direction for improving instructional strategies
- 11) Develops and offers opportunities for the professional development of staff
- 12) Encourages and facilitates the use of technology to improve teaching and learning
- 13) Encourages and supports personal and professional development among staff
- 14) Demonstrates knowledge of professional issues and best practices in education
- 15) Works to continuously improve professionally

Supporting Evidence:

Board Comments:

Standard #3: A superintendent is an educational leader who promotes the success of all students by ensuring management of the organization, operations, and resources for a safe, efficient, and effective learning environment.

Performance Indicators:

- 16) Plans, assesses, and oversees distribution of district resources
- 17) Facilitates periodic review of curriculum, school policies, and procedures
- 18) Complies with district personnel policies and rules
- 19) Demonstrates the ability to motivate improved performance in staff members
- 20) Monitors recruitment and selection of district personnel
- 21) Demonstrates knowledge of and keeps current on funding sources
- 22) Effectively manages revenues and expenditures of the district budget
- 23) Effectively oversees maintenance and upgrade of district facilities
- 24) Consistently applies the legal requirements for personnel selection, retention, and dismissal
- 25) Ensures that policies and rules are uniformly observed and enforced
- 26) Formulates and implements plans for staff communications

Supporting Evidence:

Board Comments:

Standard #4: A superintendent is an educational leader who promotes the success of all students by collaborating with families and community members, responding to diverse community interests and needs, and mobilizing community resources.

Performance Indicators:

- 27) Provides leadership for improving parent/student/community involvement in the schools
- 28) Promotes, demonstrates, and supports clear two-way communication at all levels
- 29) Effectively communicates district information to the community and media
- 30) Provides leadership for developing a positive rapport between the school and community

Supporting Evidence:

Board Comments:

Standard #5: A superintendent is an educational leader who promotes the success of all students by acting with integrity, fairness, and in an ethical manner.

Performance Indicators:

- 31) Conducts himself in an ethical, trustworthy and professional manner at all times
- 32) Demonstrates understanding of professional issues and developments in education
- 33) Is fair and equitable in the treatment of others
- 34) Demonstrates integrity at all times
- 35) Establishes practices to promote personal, physical, and emotional health

Supporting Evidence:

Board Comments:

Standard #6: A superintendent is an educational leader who promotes the success of all students by understanding, responding to, and influencing the larger political, social, economic, legal, and cultural context.

Performance Indicators:

- 36) Serves as an articulate spokesperson for the welfare of all members of the learning community
- 37) Demonstrates respect for diversity in students, staff, and programs
- 38) Advocates in the political environment for the improvement of teaching and learning
- 39) Communicates clearly to the community about district issues and performance
- 40) Works effectively with the Board on defining roles, expectations, procedures, and policies
- 41) Recommends district policy in consideration of federal, state, and local expectations
- 42) Supports the district school improvement plan and accurately reports progress on goals

Supporting Evidence:

Board Comments:

Overall Summary

Significant Achievements:

Areas for Growth:

Superintendent Comments:

Board Comments:

Superintendent's Signature: _____ **Date:** _____

Evaluation Period: **July 1, 201_** **to** **June 30, 201_**

Board President's Signature: _____ **Date:** _____