

**KPBSD SUPERINTENDENT EVALUATION BY SCHOOL BOARD**

Superintendent Name:	School year evaluation period:
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School Board Member Name:
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**INSTRUCTIONS AND OBJECTIVES OF THIS EVALUATION**

In evaluating a superintendent, there are many factors which must be taken into account. The first is to look at the job description and then verify that the individual is, in fact, meeting the requirements which are delineated there. The following questions are intended to generate a "snapshot" of the performance of the individual whom the Board hired to fill this position.

Please rank your response to each group of questions by putting a check mark under the ranking number. The numbers are arrayed as follows:

<u>Unsatisfactory</u>		<u>Needs Improvement</u>		<u>Satisfactory</u>		<u>Strong</u>		<u>Exemplary</u>	
1	2	3	4	5	6	7	8	9	10

**EVALUATION QUESTIONS**

**The primary role of the superintendent is to oversee the day-to-day operations of the District and to see that the goal of improving student success remains the foremost function of the schools.**

1. Are KPBSD schools and programs operating efficiently and smoothly?	NO	SOMETIMES	USUALLY	YES
2. Is the priority of student achievement a clear and observable goal throughout the district?	NO	SOMETIMES	USUALLY	YES
3. Are non-instructional areas of the district managed well?	NO	SOMETIMES	USUALLY	YES
4. Is there a clear grasp of the superintendent's position relative to the Board, staff and community?	NO	SOMETIMES	USUALLY	YES
5. Is process for hiring, advancement, and termination both smooth and well-reasoned?	NO	SOMETIMES	USUALLY	YES
6. Does the superintendent delegate his responsibilities appropriately	NO	SOMETIMES	USUALLY	YES

	<u>Unsatisfactory</u>		<u>Needs Improvement</u>		<u>Satisfactory</u>		<u>Strong</u>		<u>Exemplary</u>	
	1	2	3	4	5	6	7	8	9	10
Does the superintendent oversee the day-to-day operations of the District and see that the goal of improving student success remains the foremost function of the schools?										

Comment:

<b>A primary role of the superintendent is to provide a "face" in the general community for the School District.</b>										
7. Is information provided to the public regarding KPBSD operations and activities?	NO		SOMETIMES		USUALLY		YES			
8. Does the superintendent have credibility with the community at large?	NO		SOMETIMES		USUALLY		YES			
9. Is public input regarding school operations actively solicited and valued?	NO		SOMETIMES		USUALLY		YES			
10. Is the superintendent someone you look to for providing information to the public on educational issues?	NO		SOMETIMES		USUALLY		YES			
	<u>Unsatisfactory</u>		<u>Needs Improvement</u>		<u>Satisfactory</u>		<u>Strong</u>		<u>Exemplary</u>	
Does the superintendent provide a positive "face" in the general community for the School District?	1	2	3	4	5	6	7	8	9	10
Comment:										
<b>The superintendent should maintain a positive relationship with the Board of Education.</b>										
11. Do the superintendent's actions display an understanding of the relationship between the Board and superintendent?	NO		SOMETIMES		USUALLY		YES			
12. Does the superintendent inform the Board of important issues in the District?	NO		SOMETIMES		USUALLY		YES			
13. Does the superintendent provide factual and complete information to the Board?	NO		SOMETIMES		USUALLY		YES			
	<u>Unsatisfactory</u>		<u>Needs Improvement</u>		<u>Satisfactory</u>		<u>Strong</u>		<u>Exemplary</u>	
Does the superintendent maintain a positive relationship with the Board of Education?	1	2	3	4	5	6	7	8	9	10
Comment:										
<b>A corollary function for the superintendent is to provide a measure of leadership to help the District improve its operations and educational offerings.</b>										
14. Does the superintendent stay current with educational issues and trends?	NO		SOMETIMES		USUALLY		YES			
15. Does the superintendent have an in depth understanding of school district operations?	NO		SOMETIMES		USUALLY		YES			
16. Does the superintendent following instructions of the Board for moving the District in a particular direction?	NO		SOMETIMES		USUALLY		YES			
	<u>Unsatisfactory</u>		<u>Needs Improvement</u>		<u>Satisfactory</u>		<u>Strong</u>		<u>Exemplary</u>	
Does the superintendent provide leadership to help the District improve its operations and educational offerings?	1	2	3	4	5	6	7	8	9	10

Comment:

**Additionally, a superintendent should exhibit some primarily personal qualities which would reflect well upon the District.**

17. Does the superintendent act ethically?	NO	SOMETIMES	USUALLY	YES
18. Does the superintendent communicate effectively with all stakeholders?	NO	SOMETIMES	USUALLY	YES
19. Does the superintendent handle stressful situations appropriately?	NO	SOMETIMES	USUALLY	YES
20. Does the superintendent maintain an appropriate professional appearance and demeanor?	NO	SOMETIMES	USUALLY	YES
21. Does the superintendent exercise good judgment?	NO	SOMETIMES	USUALLY	YES

Does the superintendent exhibit personal qualities which reflect well upon the District?	Unsatisfactory		Needs Improvement		Satisfactory		Strong		Exemplary	
	1	2	3	4	5	6	7	8	9	10

Comment:

**Generally speaking, a superintendent is a compendium of factors which comprise a whole.**

22. Is the superintendent someone you trust in all the various roles we assign to our superintendent?	NO	SOMETIMES	USUALLY	YES
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Comment required:

23. Would you recommend this individual for employment in a like position in a different district?	NO	SOMETIMES	USUALLY	YES
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Comment required: