

**Eureka County School District  
Superintendent Evaluation Document**

The highly effective superintendent is an educational leader who promotes the success of all students by facilitating the development, articulation, implementation, and stewardship of a vision of educational excellence that is shared and supported by the school community.

**Three-Point Rating Scale**

**Strong - 3**

The superintendent demonstrates a high degree of effectiveness and/or competency. Effort, ability, and commitment are strong.

**Satisfactory - 2**

The superintendent performs function at a competent or effective level. Effort, ability, and commitment are limited.

**Weak - 1**

The superintendent demonstrates little or no competence in the function of the position. Effort, ability, and commitment are not apparent

## SUPERINTENDENT SCORING SYSTEM

### A. RELATIONSHIP WITH BOARD

The Superintendent	Weak-1 Satisfactory-2 Strong-3	Notes/Evidence
1. Prepares complete and organized materials for Board meetings.	1    2    3	
2. Keeps Board informed on issues, needs and operations.	1    2    3	
3. Provides advice and recommendations to assist Board in decision-making.	1    2    3	
4. Correctly interprets and executes Board policy.	1    2    3	
5. Is responsive to Board members' concerns.	1    2    3	
6. Maintains a timely flow of communication to the Board.	1    2    3	
7. Seeks and accepts constructive criticism from the Board.	1    2    3	
8. Develops and maintains a harmonious, impartial relationship with the Board based on mutual trust and respect.	1    2    3	
9. Assists the Board in the development of district goals, missions, and beliefs.	1    2    3	
10. Major changes are brought before the Board prior to implementation.	1    2    3	
<b>Total Rating:</b>	___/30	

**B. ADMINISTRATION OF THE SCHOOL DISTRICT**

<b>The Superintendent</b>	<b>Weak-1 Satisfactory-2 Strong-3</b>	<b>Notes/Evidence</b>
1. Develops annual district objectives with the Board.	1    2    3	
2. Works with staff to ensure the efficient operation of the District.	1    2    3	
3. Responds to issues in a timely fashion.	1    2    3	
4. Develops, implements, evaluates, and revises budget processes.	1    2    3	
5. Efficiently uses time.	1    2    3	
6. Seeks to involve members of the school community in the decision-making process.	1    2    3	
7. Administers the effective design, use, and maintenance of facilities.	1    2    3	
8. Demonstrates effective long and short range planning.	1    2    3	
9. Supervises the management of non-instructional (classified, supervisory, administrator) programs efficiently and effectively.	1    2    3	
<b>Total Rating:</b>	<b>___/27</b>	

**C. COMMUNITY RELATIONSHIPS**

<b>The Superintendent</b>	<b>Weak-1 Satisfactory-2 Strong-3</b>	<b>Notes/Evidence</b>
1. Is prompt and effective in addressing community concerns.	1    2    3	
2. Supports community activities through active involvement in community affairs.	1    2    3	
3. Builds positive district image with community.	1    2    3	
4. Publicly exhibits support for Board decisions.	1    2    3	
<b>Total Rating:</b>	<b>___/12</b>	

**D. STAFF AND PERSONNEL RELATIONSHIPS**

<b>The Superintendent</b>	<b>Weak-1 Satisfactory-2 Strong-3</b>	<b>Notes/Evidence</b>
1. Develops and executes sound personnel procedures.	1    2    3	
2. Assists administrators with the process of personnel recruitment, selection, and retention.	1    2    3	
3. Treats personnel with respect and impartiality.	1    2    3	
4. Maintains and implements the annual system of personnel evaluation.	1    2    3	
5. Strives to maintain high moral and positive work atmosphere.	1    2    3	
<b>Total Rating:</b>	<b>___/15</b>	

**E. EDUCATIONAL LEADERSHIP**

<b>The Superintendent</b>	<b>Weak-1 Satisfactory-2 Strong-3</b>	<b>Notes/Evidence</b>
1. Serves as a model for professionalism.	1    2    3	
2. Provides leadership and support for curriculum development, implementation, and evaluation processes.	1    2    3	
3. Works with administrators to improve their professional abilities and skills.	1    2    3	
4. Holds administrators accountable for improvements in performance of schools.	1    2    3	
5. Makes appropriate progress in meeting district annual objectives.	1    2    3	
6. Inspires others to highest professional standards.	1    2    3	
7. Creates a climate that encourages new ideas and new approaches.	1    2    3	
<b>Total Rating:</b>	<b>___/21</b>	

**F. PERSONAL QUALITIES**

<b>The Superintendent</b>	<b>Weak-1 Satisfactory-2 Strong-3</b>	<b>Notes/Evidence</b>
1. Maintains high standards of integrity, ethics, and honesty.	1    2    3	
2. Exercises sound professional judgment that reflects self-confidence and maturity.	1    2    3	
3. Devotes the time and energy necessary to fulfill the responsibilities of the position.	1    2    3	
4. Works cooperatively with individuals and groups.	1    2    3	
5. Maintains a positive attitude.	1    2    3	
6. Exhibits poise and a pleasant demeanor when faced with unpleasant or stressful situations.	1    2    3	
7. Writes and speaks clearly and effectively.	1    2    3	
<b>Total Rating:</b>	<u>      </u> /21	

**I. SUPERINTENDENT SCORING SUMMARY**

	Score
A. Relationship with the Board-	/30
B. Administration of the School District-	
C. Community Relations-	/12 /15 /21 /21
D. Staff and Personnel Relationships-	
E. Educational Leadership-	
F. Personal Qualities-	
Total	

Please comment on other areas that you perceive to be strengths of the Superintendent:

Please suggest other areas for growth or increased attention or emphasis:

Completed by:\_\_\_\_\_

Date:\_\_\_\_\_