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| Associated School Boards of South Dakota | NEPN Code: CBG-E² |
| Policy Reference Manual | |

STANDARDS- BASED SUPERINTENDENT EVALUATION FORM

STANDARD ONE: SHARED VISION

A superintendent is an educational leader who promotes the success of every student by facilitating a shared vision of learning that is supported by the school community.

PERFORMANCE INDICATORS

- 1.1 Develops and implements district-wide vision, mission and goals.
- 1.2 Creates and implements plans to achieve goals.
- 1.3 Promotes continuous and sustainable improvement.
- 1.4 Monitors and evaluates progress and revises plans.

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| <u>SUPPORTING EVIDENCE AND COMMENTS</u> | | | |
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| <u>RATING</u> (circle the appropriate response) | | | |
| 1 | 2 | 3 | 4 |
| NEEDS IMPROVEMENT | | | EXEMPLARY |

STANDARD TWO: CULTURE OF LEARNING

A superintendent is an educational leader who promotes the success of every student by advocating, nurturing and sustaining a school culture and instructional program conducive to student learning and staff professional growth.

PERFORMANCE INDICATORS

- 2.1 Nurtures and sustains a culture of collaboration, trust, learning, and high expectations.
- 2.2 Monitors and evaluates a rigorous and coherent district-wide curricular program.
- 2.3 Uses data to monitor the assessment and accountability systems to assure student progress.
- 2.4 Develops the instructional and leadership capacity of staff through quality professional development.
- 2.5 Promotes the use of the most effective and appropriate technologies to support teaching and learning.

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STANDARD THREE: LEADERSHIP AND MANAGEMENT

A superintendent is an educational leader who promotes the success of every student by ensuring management of the organization, operations and resources for a safe, efficient and effective learning environment.

PERFORMANCE INDICATORS

- 3.1 Effectively manages district budget, facilities and operations.
- 3.2 Obtains, allocates, aligns, and efficiently utilizes human, fiscal, and technological resources.
- 3.3 Promotes and protects the welfare and safety of students and staff.
- 3.4 Develops leadership capacity throughout the district's staff.
- 3.5 Ensures teacher and organizational time is focused to support quality instruction and student learning.

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STANDARD FOUR: FAMILY AND COMMUNITY

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

- 4.1 Collects and analyzes data and information pertinent to the educational environment.
- 4.2 Promotes understanding, appreciation, and uses of the community's various resources.
- 4.3 Builds and sustains positive relationships with families and caregivers.
- 4.4 Builds and sustains productive relationships with community partners.

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STANDARD FIVE: ETHICS

A superintendent is an educational leader who promotes the success of every student by acting with integrity, fairness and in an ethical manner.

PERFORMANCE INDICATORS

- 5.1 Conducts oneself in an ethical, fair, trustworthy and professional manner.
- 5.2 Establishes practices to promote personal, physical and emotional health.
- 5.3 Demonstrates respect for diversity in students, staff and programs.
- 5.4 Considers and evaluates the potential moral and legal consequences of decision-making.

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STANDARD SIX: SOCIETAL CONTEXT

A superintendent is an educational leader who promotes the success of every student by understanding, responding to and influencing the political, social, economic, legal and cultural context.

PERFORMANCE INDICATORS

- 6.1 Advocates for children, families, and caregivers.
- 6.2 Serves as an advocate to community and legislature for issues beneficial to improved teaching and learning.
- 6.3 Provides leadership for defining superintendent and board roles, mutual expectations and formulating appropriate district policies.
- 6.4 Knows and supports the district school improvement plan and accurately reports progress on goals.

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Adopted:

Reviewed: 7/12/2012

Revised: 12/1/2010; 6/17/2014

Notes: At the end of the evaluation cycle, the board should conduct a formal evaluation of the superintendent. The completed form is to be placed in the superintendent's personnel file.

The indicators supporting each standard are provided as examples of the kind of activities and behaviors that would support the standard. The indicators are not exhaustive nor would it be reasonable to expect that a superintendent demonstrate competence in all descriptors.

A complete selection of superintendent evaluation resources can be found by going to the ASBSD Publications & Forms page at <http://asbsd.org/index.php/publications-forms/>

It is recommended that the evaluation form correspond with the performance responsibilities of the Superintendent as stated in his or her job description, filed at code CBA: Superintendent Job Description.

ASBSD sample policies are intended to be a guide for school districts. As is the case with any policy, a local school district's unique circumstances, challenges and opportunities need to be considered.