



Template Superintendent Key Performance Indicators

Introduction

Thank you in advance for your thoughtful,  
careful and considerate evaluation of the  
Superintendent of your school district.

**Please note that all responses are anonymous and confidential.**

Please click "NEXT."



Template Superintendent Key Performance Indicators

Introduction

**Please be prepared to spend about 30 minutes  
to thoroughly complete the evaluation,  
... which consists of 80 questions in 7 different areas:**

- BOARD/SUPERINTENDENT RELATIONSHIP,
- EFFECTIVE SHARED GOVERNANCE,
- CONTINUOUS IMPROVEMENT,
- ADVOCACY,
- COMMUNITY ENGAGEMENT/COLLABORATION,
- ACCOUNTABILITY, and
- EDUCATIONAL LEADERSHIP.

Please click "NEXT."



SECTION 1

## **BOARD/SUPERINTENDENT RELATIONSHIP**

***--The Board/Superintendent relationship is critical to the successful operation of the district.***

Please click "NEXT" to begin this section.



Template Superintendent Key Performance Indicators

SECTION 1 - BOARD/SUPERINTENDENT RELATIONSHIP

\* 1. The Superintendent treats Board members with equal consideration and respect.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE					Strongly AGREE
★	★	★	★	★	★	★	★	★	★	★



Template Superintendent Key Performance Indicators

SECTION 1 - BOARD/SUPERINTENDENT RELATIONSHIP

\* 2. The Superintendent ensures that all Board questions are answered thoroughly with follow up communication to ensure all Board members understand.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
★	★	★	★	★	★	★	★	★	★



Template Superintendent Key Performance Indicators

SECTION 1 - BOARD/SUPERINTENDENT RELATIONSHIP

\* 3. The Superintendent keeps the Board informed on needs and issues confronting district employees and students.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE					Strongly AGREE
★	★	★	★	★	★	★	★	★	★	★



Template Superintendent Key Performance Indicators

SECTION 1 - BOARD/SUPERINTENDENT RELATIONSHIP

\* 4. The Superintendent seeks and accepts constructive criticism of his/her work from the Board.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE					Strongly AGREE
☆	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆



Template Superintendent Key Performance Indicators

SECTION 1 - BOARD/SUPERINTENDENT RELATIONSHIP

\* 5. The Superintendent acts at his/her own discretion if action is necessary in any matter not covered by Board policy, reports such action to the Board as soon as practicable, and recommends policy changes in order to provide guidance in the future.

Strongly  
DISAGREE

No opinion/  
LEANING  
DISAGREE

No opinion/  
LEANING  
AGREE

Strongly  
AGREE

★ ★ ★ ★ ★ ★ ★ ★ ★ ★





Template Superintendent Key Performance Indicators

SECTION 1 - BOARD/SUPERINTENDENT RELATIONSHIP

\* 6. The Superintendent openly lends his/her recommendation to the Board based upon his/her knowledge and expertise.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
☆	☆	☆	☆	☆	☆	☆	☆	☆	☆



Template Superintendent Key Performance Indicators

SECTION 1 - BOARD/SUPERINTENDENT RELATIONSHIP

\* 7. When an official Board position has been reached the Superintendent supports and executes the decision of the Board.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
★	★	★	★	★	★	★	★	★	★



Template Superintendent Key Performance Indicators

SECTION 1 - BOARD/SUPERINTENDENT RELATIONSHIP

\* 8. The Superintendent regularly communicates with the Board on issues, needs, and operations of the district so the Board may perform its responsibilities.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
★	★	★	★	★	★	★	★	★	★



Template Superintendent Key Performance Indicators

SECTION 1 - BOARD/SUPERINTENDENT RELATIONSHIP

\* 9. The Superintendent plans and supports opportunities to educate the Board, allowing them time to study and debate in order to come to the best conclusions.

Strongly  
DISAGREE

No opinion/  
LEANING  
DISAGREE

No opinion/  
LEANING  
AGREE

Strongly  
AGREE





Template Superintendent Key Performance Indicators

SECTION 1 - BOARD/SUPERINTENDENT RELATIONSHIP

\* 10. The Superintendent works cooperatively with Board Leadership and provides opportunity for them to lead and speak on behalf of the district.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE					Strongly AGREE
☆	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆



Template Superintendent Key Performance Indicators

SECTION 1 - BOARD/SUPERINTENDENT RELATIONSHIP

\* 11. The Superintendent informs the Board when he/she feels an honest, objective difference of opinion exists between them and any or all members of the Board, in an earnest effort to resolve such difference immediately.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
★	★	★	★	★	★	★	★	★	★



SECTION 1 - BOARD/SUPERINTENDENT RELATIONSHIP

\* 12. The Superintendent actively and continuously encourages Board development by seeking and communicating growth opportunities.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE					Strongly AGREE
★	★	★	★	★	★	★	★	★	★	★



Template Superintendent Key Performance Indicators

SECTION 1 - BOARD/SUPERINTENDENT RELATIONSHIP

\* 13. The Superintendent works with the Board to establish and commit to a culture based on shared values and belief concerning educational direction and student success.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
★	★	★	★	★	★	★	★	★	★





Template Superintendent Key Performance Indicators

SECTION 1 - BOARD/SUPERINTENDENT RELATIONSHIP

\* 14. The Superintendent establishes both formal and informal channels and forums of communication where individual Board members can access needed information.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
★	★	★	★	★	★	★	★	★	★



Template Superintendent Key Performance Indicators

SECTION 1 - BOARD/SUPERINTENDENT RELATIONSHIP

\* 15. The Superintendent regularly evaluates and seeks to improve levels of trust between district administration and the Board.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE					Strongly AGREE
★	★	★	★	★	★	★	★	★	★	★



Template Superintendent Key Performance Indicators

SECTION 1 - BOARD/SUPERINTENDENT RELATIONSHIP

\* 16. The Superintendent regularly works with the Board to enhance a collective sense of purpose and mission.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE					Strongly AGREE
☆	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆



Template Superintendent Key Performance Indicators

SECTION 1 - BOARD/SUPERINTENDENT RELATIONSHIP

\* 17. The Superintendent regularly shares both positive and negative data with the Board to help drive continuous improvement.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
★	★	★	★	★	★	★	★	★	★



SECTION 2

## **EFFECTIVE SHARED GOVERNANCE**

***--The Superintendent provides leadership through shared governance that will create the conditions under which excellent student achievement can be attained.***

Please click "NEXT" to begin this section.



SECTION 2 - EFFECTIVE SHARED GOVERNANCE

\* 18. The Superintendent eagerly seeks to learn and improve upon personal and professional abilities.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE					Strongly AGREE
☆	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆



SECTION 2 - EFFECTIVE SHARED GOVERNANCE

\* 19. The Superintendent is able to apply new learning for the benefit of the district.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE					Strongly AGREE
★	★	★	★	★	★	★	★	★	★	★



Template Superintendent Key Performance Indicators

SECTION 2 - EFFECTIVE SHARED GOVERNANCE

\* 20. The Superintendent promotes and protects the welfare and safety of students and staff.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE					Strongly AGREE
★	★	★	★	★	★	★	★	★	★	★





Template Superintendent Key Performance Indicators

SECTION 2 - EFFECTIVE SHARED GOVERNANCE

\* 21. The Superintendent safeguards community values, equity and diversity.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
☆	☆	☆	☆	☆	☆	☆	☆	☆	☆



Template Superintendent Key Performance Indicators

SECTION 2 - EFFECTIVE SHARED GOVERNANCE

\* 22. The Superintendent reviews and updates the instructional program on a continuing basis and provides recommendations to the Board for the educational advancement of the district.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
★	★	★	★	★	★	★	★	★	★



SECTION 2 - EFFECTIVE SHARED GOVERNANCE

\* 23. The Superintendent communicates a clear vision of excellence and continuous improvement consistent with the goals of the district.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
☆	☆	☆	☆	☆	☆	☆	☆	☆	☆



Template Superintendent Key Performance Indicators

SECTION 2 - EFFECTIVE SHARED GOVERNANCE

\* 24. The Superintendent effectively develops policies and supports practices that ensure effective administration of the district and its schools.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
★	★	★	★	★	★	★	★	★	★



Template Superintendent Key Performance Indicators

SECTION 2 - EFFECTIVE SHARED GOVERNANCE

\* 25. The Superintendent ensures that the leadership at all levels has the autonomy to meet goals for achievement and instruction and to manage day-to-day operations effectively.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
★	★	★	★	★	★	★	★	★	★



SECTION 2 - EFFECTIVE SHARED GOVERNANCE

\* 26. The Superintendent collects and uses data to identify goals, assess organizational effectiveness, and promote organizational learning.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
★	★	★	★	★	★	★	★	★	★



Template Superintendent Key Performance Indicators

SECTION 2 - EFFECTIVE SHARED GOVERNANCE

\* 27. The Superintendent demonstrates use of system and staff evaluation data for personnel policies, decision-making, promotion of career growth and professional development.

Strongly  
DISAGREE

No opinion/  
LEANING  
DISAGREE

No opinion/  
LEANING  
AGREE

Strongly  
AGREE

★ ★ ★ ★ ★ ★ ★ ★ ★ ★



Template Superintendent Key Performance Indicators

SECTION 2 - EFFECTIVE SHARED GOVERNANCE

\* 28. The Superintendent protects administrator, student, family, and staff confidentiality appropriately.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE					Strongly AGREE
☆	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆





SECTION 2 - EFFECTIVE SHARED GOVERNANCE

\* 29. The Superintendent expects the highest level of ethical behavior from all staff, and is able to model such behavior.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE					Strongly AGREE
☆	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆



SECTION 3

## **CONTINUOUS IMPROVEMENT**

***--The Superintendent pays attention to the quality of what we do to ensure student learning.***

Please click "NEXT" to begin this section.



Template Superintendent Key Performance Indicators

SECTION 3 - CONTINUOUS IMPROVEMENT

\* 30. The Superintendent makes regular visits to schools and classrooms a priority.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE					Strongly AGREE
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



Template Superintendent Key Performance Indicators

SECTION 3 - CONTINUOUS IMPROVEMENT

\* 31. The Superintendent demonstrates an ability to assist and motivate others in achieving personal, professional, and district goals.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
★	★	★	★	★	★	★	★	★	★



Template Superintendent Key Performance Indicators

SECTION 3 - CONTINUOUS IMPROVEMENT

\* 32. The Superintendent has ensured training and professional development opportunities for all professional staff related to requirements for teacher and administrator evaluations.

Strongly  
DISAGREE

No opinion/  
LEANING  
DISAGREE

No opinion/  
LEANING  
AGREE

Strongly  
AGREE

★ ★ ★ ★ ★ ★ ★ ★ ★ ★



Template Superintendent Key Performance Indicators

SECTION 3 - CONTINUOUS IMPROVEMENT

\* 33. The Superintendent maintains his/her professional development by reading, course work, conference attendance, work on professional committees, visiting other districts, and meeting with other superintendents, and is able to apply this new learning for the benefit of the district.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
★	★	★	★	★	★	★	★	★	★



Template Superintendent Key Performance Indicators

SECTION 3 - CONTINUOUS IMPROVEMENT

\* 34. The Superintendent coordinates with schools, district, and community to study, develop, and implement curriculum improvements to meet the needs of students.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
★	★	★	★	★	★	★	★	★	★



SECTION 3 - CONTINUOUS IMPROVEMENT

\* 35. The Superintendent plans, implements, supports, and assesses instructional programs that enhance teaching and student achievement.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE					Strongly AGREE
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>





Template Superintendent Key Performance Indicators

SECTION 3 - CONTINUOUS IMPROVEMENT

\* 36. The Superintendent appropriately monitors student growth and achievement data and has actively developed successful strategies for improvements, including meeting district student achievement goals.

Strongly  
DISAGREE

No opinion/  
LEANING  
DISAGREE

No opinion/  
LEANING  
AGREE

Strongly  
AGREE

★ ★ ★ ★ ★ ★ ★ ★ ★ ★



Template Superintendent Key Performance Indicators

SECTION 3 - CONTINUOUS IMPROVEMENT

\* 37. The Superintendent uses strategic initiatives and district performance data to identify appropriate professional development opportunities for staff within the district.

Strongly  
DISAGREE

No opinion/  
LEANING  
DISAGREE

No opinion/  
LEANING  
AGREE

Strongly  
AGREE





SECTION 4

## **ADVOCACY**

***--The Superintendent should be an advocate for public education.***

Please click "NEXT" to begin this section.



Template Superintendent Key Performance Indicators

SECTION 4 - ADVOCACY

\* 38. The Superintendent broadly communicates board vision, mission, priorities, and goals.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
☆	☆	☆	☆	☆	☆	☆	☆	☆	☆



Template Superintendent Key Performance Indicators

SECTION 4 - ADVOCACY

\* 39. The Superintendent articulates the district's needs and best practices to the community.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE					Strongly AGREE
☆	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆



Template Superintendent Key Performance Indicators

SECTION 4 - ADVOCACY

\* 40. The Superintendent projects and promotes a positive image of the district.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE					Strongly AGREE
☆	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆



Template Superintendent Key Performance Indicators

SECTION 4 - ADVOCACY

\* 41. The Superintendent places student achievement as the top priority and consistently communicates this to others.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE					Strongly AGREE
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Template Superintendent Key Performance Indicators

SECTION 4 - ADVOCACY

\* 42. The Superintendent works diligently to build and maintain relationships with elected officials and seeks to effectively communicate the needs and the successes of the district.

Strongly  
DISAGREE

No opinion/  
LEANING  
DISAGREE

No opinion/  
LEANING  
AGREE

Strongly  
AGREE

★ ★ ★ ★ ★ ★ ★ ★ ★ ★





Template Superintendent Key Performance Indicators

SECTION 4 - ADVOCACY

\* 43. The Superintendent seeks to influence local, district, state, and national decisions affecting student learning.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE					Strongly AGREE
☆	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆



SECTION 4 - ADVOCACY

\* 44. The Superintendent advocates for students and families through community and professional organizations.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
☆	☆	☆	☆	☆	☆	☆	☆	☆	☆



SECTION 4 - ADVOCACY

\* 45. The Superintendent effectively engages stakeholders in support of the stated mission statement and directions established by the Board.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE					Strongly AGREE
★	★	★	★	★	★	★	★	★	★	★



SECTION 5

## **COMMUNITY ENGAGEMENT/COLLABORATION**

***--The superintendent should foster collaborative relationships with stakeholders in the district community.***

Please click "NEXT" to begin this section.



Template Superintendent Key Performance Indicators

SECTION 5 - COMMUNITY ENGAGEMENT/COLLABORATION

\* 46. The Superintendent establishes, maintains and evaluates a planned two way system of communication with the public.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
★	★	★	★	★	★	★	★	★	★



Template Superintendent Key Performance Indicators

SECTION 5 - COMMUNITY ENGAGEMENT/COLLABORATION

\* 47. The superintendent or his/her designee handles media resources skillfully, and regularly demonstrates sound judgement when communicating with the public.

Strongly  
DISAGREE

No opinion/  
LEANING  
DISAGREE

No opinion/  
LEANING  
AGREE

Strongly  
AGREE

★ ★ ★ ★ ★ ★ ★ ★ ★ ★



SECTION 5 - COMMUNITY ENGAGEMENT/COLLABORATION

\* 48. The Superintendent promotes stakeholder involvement, engagement and participation in the process of student learning.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
☆	☆	☆	☆	☆	☆	☆	☆	☆	☆



Template Superintendent Key Performance Indicators

SECTION 5 - COMMUNITY ENGAGEMENT/COLLABORATION

\* 49. The Superintendent demonstrates effective communication skills (written, verbal and non-verbal contexts, formal and informal settings, large and small groups, and one-on-one environments).

Strongly  
DISAGREE

No opinion/  
LEANING  
DISAGREE

No opinion/  
LEANING  
AGREE

Strongly  
AGREE

★ ★ ★ ★ ★ ★ ★ ★ ★ ★





Template Superintendent Key Performance Indicators

SECTION 5 - COMMUNITY ENGAGEMENT/COLLABORATION

\* 50. The Superintendent actively seeks communication, as appropriate, and works to provide multiple means of contact with the community.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE					Strongly AGREE
☆	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆



Template Superintendent Key Performance Indicators

SECTION 5 - COMMUNITY ENGAGEMENT/COLLABORATION

\* 51. The Superintendent conscientiously and routinely solicits input from stakeholder groups to determine the effectiveness of the district's strategic plan and ensures that changes to the plan are made based on such information.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
★	★	★	★	★	★	★	★	★	★



SECTION 5 - COMMUNITY ENGAGEMENT/COLLABORATION

\* 52. The Superintendent is visible and approachable by members of the community and attends a variety of events.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
☆	☆	☆	☆	☆	☆	☆	☆	☆	☆



Template Superintendent Key Performance Indicators

SECTION 5 - COMMUNITY ENGAGEMENT/COLLABORATION

\* 53. The Superintendent establishes working relationships with professional colleagues, business and industry associates, and policy makers to support the collaborative culture of the district.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
★	★	★	★	★	★	★	★	★	★



Template Superintendent Key Performance Indicators

SECTION 5 - COMMUNITY ENGAGEMENT/COLLABORATION

\* 54. The Superintendent works collaboratively with staff and community members to secure resources and effective partnerships to support district goals and student success.

Strongly  
DISAGREE

No opinion/  
LEANING  
DISAGREE

No opinion/  
LEANING  
AGREE

Strongly  
AGREE

★ ★ ★ ★ ★ ★ ★ ★ ★ ★



SECTION 6

## **ACCOUNTABILITY**

***--The superintendent is accountable for student performance, fiscal responsibility, and commitments made to the state and community.***

Please click "NEXT" to begin this section.



Template Superintendent Key Performance Indicators

SECTION 6 - ACCOUNTABILITY

\* 55. The Superintendent believes in and facilitates the development of short/long-term goals for the district and aligns the available resources within the budget to accomplish these goals.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
★	★	★	★	★	★	★	★	★	★



Template Superintendent Key Performance Indicators

SECTION 6 - ACCOUNTABILITY

\* 56. The Superintendent ensures that the district maintains facilities, equipment, staff, and services to provide a safe, clean, comfortable, and healthy learning environment for students.

Strongly  
DISAGREE

No opinion/  
LEANING  
DISAGREE

No opinion/  
LEANING  
AGREE

Strongly  
AGREE







SECTION 6 - ACCOUNTABILITY

\* 57. The Superintendent ensures that budget actions are proactive and consider both current and long-range data, and that a balance is sought to meet the current and future needs of students while remaining fiscally responsible to the community.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
★	★	★	★	★	★	★	★	★	★



Template Superintendent Key Performance Indicators

SECTION 6 - ACCOUNTABILITY

\* 58. The Superintendent ensures an appropriate flow of budgetary and financial information to the Board, along with discussion of the ramifications of any changes.

Strongly  
DISAGREE

No opinion/  
LEANING  
DISAGREE

No opinion/  
LEANING  
AGREE

Strongly  
AGREE





Template Superintendent Key Performance Indicators

SECTION 6 - ACCOUNTABILITY

\* 59. The Superintendent works with the Board and district business official to successfully accomplish financial and budgetary priorities including meeting all timelines associated with the annual budget.

Strongly  
DISAGREE

No opinion/  
LEANING  
DISAGREE

No opinion/  
LEANING  
AGREE

Strongly  
AGREE

★ ★ ★ ★ ★ ★ ★ ★ ★ ★



Template Superintendent Key Performance Indicators

SECTION 6 - ACCOUNTABILITY

\* 60. The Superintendent ensures that year end results are consistent with budgetary planning expectations, and provides detailed explanations of any significant variances.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
★	★	★	★	★	★	★	★	★	★



SECTION 6 - ACCOUNTABILITY

\* 61. The superintendent and/or designee maintains a facilities management plan which includes current status of buildings and the need to improve facilities in the future, with a projected plan to secure funding.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
★	★	★	★	★	★	★	★	★	★



Template Superintendent Key Performance Indicators

SECTION 6 - ACCOUNTABILITY

\* 62. The Superintendent sets achievable improvement targets as a way to measure progress toward the district's long-term student performance goals.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
★	★	★	★	★	★	★	★	★	★



Template Superintendent Key Performance Indicators

SECTION 6 - ACCOUNTABILITY

\* 63. The Superintendent keeps informed on needs of the district's programs and personnel.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Template Superintendent Key Performance Indicators

SECTION 6 - ACCOUNTABILITY

\* 64. The Superintendent makes sound fiscal decisions, in line with the district's strategic goals, and establishes clear and transparent systems of fiscal control and accountability.

Strongly  
DISAGREE

No opinion/  
LEANING  
DISAGREE

No opinion/  
LEANING  
AGREE

Strongly  
AGREE







SECTION 7

## EDUCATIONAL LEADERSHIP

***--The superintendent promotes the learning of all students and the success of all staff by cultivating a shared vision that makes powerful teaching and learning the central focus.***

Please click "NEXT" to begin this section.



Template Superintendent Key Performance Indicators

SECTION 7 - EDUCATIONAL LEADERSHIP

\* 65. The Superintendent places student achievement as the top priority and consistently communicates this to district personnel at all levels.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE					Strongly AGREE
☆	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆



Template Superintendent Key Performance Indicators

SECTION 7 - EDUCATIONAL LEADERSHIP

\* 66. The Superintendent demonstrates knowledge and comfort with current instructional programs.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
☆	☆	☆	☆	☆	☆	☆	☆	☆	☆



Template Superintendent Key Performance Indicators

SECTION 7 - EDUCATIONAL LEADERSHIP

\* 67. The Superintendent seeks to communicate with others how the district is implementing best practices.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
☆	☆	☆	☆	☆	☆	☆	☆	☆	☆



Template Superintendent Key Performance Indicators

SECTION 7 - EDUCATIONAL LEADERSHIP

\* 68. The Superintendent involves professional staff and stakeholders in enhancement and renewal of curriculum to ensure alignment of curriculum, instruction and assessment, to meet the needs of students.

Strongly  
DISAGREE

No opinion/  
LEANING  
DISAGREE

No opinion/  
LEANING  
AGREE

Strongly  
AGREE





Template Superintendent Key Performance Indicators

SECTION 7 - EDUCATIONAL LEADERSHIP

\* 69. The Superintendent works to ensure that teacher and organizational time is focused to support quality instruction and learning.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE					Strongly AGREE
★	★	★	★	★	★	★	★	★	★	★



Template Superintendent Key Performance Indicators

SECTION 7 - EDUCATIONAL LEADERSHIP

\* 70. The Superintendent nurtures and sustains a culture of collaboration, trust, learning, and high expectations.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
★	★	★	★	★	★	★	★	★	★



Template Superintendent Key Performance Indicators

SECTION 7 - EDUCATIONAL LEADERSHIP

\* 71. The Superintendent promotes the use of the most effective and appropriate technologies to support administrative functions and communication.

Strongly  
DISAGREE

No opinion/  
LEANING  
DISAGREE

No opinion/  
LEANING  
AGREE

Strongly  
AGREE







SECTION 7 - EDUCATIONAL LEADERSHIP

\* 72. The Superintendent models principles of self-awareness, reflective practice, transparency, and ethical behavior.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE					Strongly AGREE
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



Template Superintendent Key Performance Indicators

SECTION 7 - EDUCATIONAL LEADERSHIP

\* 73. The Superintendent ensures professional development programs are targeted toward district-specific goals and are sustained to increase student achievement.

Strongly  
DISAGREE

No opinion/  
LEANING  
DISAGREE

No opinion/  
LEANING  
AGREE

Strongly  
AGREE

★ ★ ★ ★ ★ ★ ★ ★ ★ ★



Template Superintendent Key Performance Indicators

SECTION 7 - EDUCATIONAL LEADERSHIP

\* 74. The Superintendent collaboratively develops, implements, and monitors change processes to improve student learning at all levels.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE					Strongly AGREE
★	★	★	★	★	★	★	★	★	★	★



Template Superintendent Key Performance Indicators

SECTION 7 - EDUCATIONAL LEADERSHIP

\* 75. The Superintendent advocates for appropriate teaching methods, classroom management and strategies for all learners.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE					Strongly AGREE
☆	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆



SECTION 7 - EDUCATIONAL LEADERSHIP

\* 76. The Superintendent promotes instructional strategies that include cultural diversity and differences in community demographics.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE					Strongly AGREE
★	★	★	★	★	★	★	★	★	★	★



Template Superintendent Key Performance Indicators

SECTION 7 - EDUCATIONAL LEADERSHIP

\* 77. The Superintendent fosters the success of all teachers, staff, and students by ensuring the development, communication, implementation, and evaluation of effective teaching and learning that leads to student academic progress and school improvement.

Strongly  
DISAGREE

No opinion/  
LEANING  
DISAGREE

No opinion/  
LEANING  
AGREE

Strongly  
AGREE





Template Superintendent Key Performance Indicators

SECTION 7 - EDUCATIONAL LEADERSHIP

\* 78. The Superintendent ensures that curricular design, instructional strategies, and learning environments integrate appropriate technologies to maximize student learning.

Strongly  
DISAGREE

No opinion/  
LEANING  
DISAGREE

No opinion/  
LEANING  
AGREE

Strongly  
AGREE

★ ★ ★ ★ ★ ★ ★ ★ ★ ★



Template Superintendent Key Performance Indicators

SECTION 7 - EDUCATIONAL LEADERSHIP

\* 79. The Superintendent establishes structures to ensure sharing and collaboration among professional learning communities throughout the district.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE				Strongly AGREE
★	★	★	★	★	★	★	★	★	★





Template Superintendent Key Performance Indicators

SECTION 7 - EDUCATIONAL LEADERSHIP

\* 80. The Superintendent fosters a culture consistent with the district's mission statement and directions established by the Board.

Strongly DISAGREE				No opinion/ LEANING DISAGREE	No opinion/ LEANING AGREE					Strongly AGREE
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



Template Superintendent Key Performance Indicators

Conclusion

81. Do you have anything further that you wish to comment on or address in this evaluation?