

| ANNUAL EVALUATION OF SUPERINTENDENT'S PERFORMANCE | |
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| <p><u>Superintendent/Board Relations</u></p> <ul style="list-style-type: none"> • Informs the Board of the District's needs, operations, and issues. • Provides professional advice and appropriate backup discussion on items requiring Board action. • Is an effective liaison between Board and staff. • Seeks and accepts constructive criticism of personal performance. • Provides public support for the Board with public and staff. • Is able to work harmoniously with the Board. • Remains impartial with Board members • Supports the intent of Board policy and actions, and actions to the public and staff. | <p><u>Community Relationships</u></p> <ul style="list-style-type: none"> • Has the respect and support of the community as an educational leader. • Gives attention to concerns, problems, and opinions of all groups and individuals. • Actively participates in community life and affairs. • Works effectively with local public and private agencies. |
| <p><u>Staff/Personnel Relationships</u></p> <ul style="list-style-type: none"> • Develops and executes sound personnel procedures and practices. • Fosters positive staff morale and loyalty. • Treats all personnel fairly while insisting on performance. • Delegates authority and involves appropriate staff members and groups in planning, and implementing programs and change. • Holds staff accountable for results, giving commendation for good work as well as constructive suggestions for improvement. • Contributes to personnel trust of the District. • Recruits and assigns the best available personnel in terms of their competence. • Establishes an effective working relationship with various certificated/classified employee organizations. • Supports Board intent with regard to contract negotiations. | <p><u>Administration of the District</u></p> <ul style="list-style-type: none"> • Is able to establish priorities for issues faced by the District. • Provides the required leadership for dealing with problems. • Maintains an open climate for consensus problem-solving. • Maintains a leadership style that assures the Board's desired level of employee morale. • Encourages the utilization of talents and expertise of the staff. • Keeps the Board and staff informed of external issues on events that may impact the District. • Provides the Board with a written agenda and appropriate backup materials prior to each Board meeting. |
| | <p><u>Educational Leadership</u></p> <ul style="list-style-type: none"> • Understands and keeps informed regarding all aspects of the instructional program. • Participates with staff, Board members, and community in efforts for curriculum improvement. • Implements the District's philosophy of education and organizes a planned program of curriculum evaluation and improvement. • Maintains a process for curriculum development that utilizes the abilities and talents of the entire professional staff. • Focuses on results. • Exemplifies and inspires others to the highest professional standards. |

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| <p><u>Business & Finance</u></p> <ul style="list-style-type: none"> • Supervises long-range, strategic planning to maximize, and focus, the use of District resources. • Ensures that sound business practices are in place and are supervised for competent and efficient performance. • Ensures the maintenance of adequate control and accounting procedures. • Evaluates financial needs and makes recommendations for budgeting • Ensures District facilities are well maintained. | <p><u>Leadership Effectiveness</u></p> <ul style="list-style-type: none"> • Maintains high standards of ethics, honesty, and integrity in all personal and professional matters. • Devotes time and energy to the job. • Demonstrates an ability to work well with individuals and groups. • Demonstrates a sense of humor. • Exercises good judgment and uses appropriate processes in arriving at decisions. • Writes clearly and concisely. • Speaks well in front of large and small groups, expressing ideas in a logical and forthright manner. • Thinks quickly and effectively under pressure. • Promotes a personal vision of a high quality school district. • Creates a feeling of unity and enthusiasm; maintains good staff morale. |
| <p><u>Board Priorities/Goals (Varies by year)</u></p> | |

Adopted: May 5, 2015