The Superintendent’s Evaluation
A continuous process of communication
Lon Garrison, School Improvement Coordinator
Timi Tullis, Director of Membership Services

Questions to start
Turn to an elbow an partner and discuss the following questions:
1. Does your board conduct an evaluation of the superintendent each year?
2. What is your basic process? Do you understand it?
3. Is it timely?
4. Can you give an example where it has made a positive impact?

Purpose?
A formal structure to communicate and assess progress on the implementation of the district’s vision, mission and goals for student success by your chief administrator.
What is the evaluation?

An instrument for the board to:
1. Communicate
2. Review
3. Look forward
4. Look inward

What is the evaluation?

An assessment of performance
- Evidence for meeting the goals of the board (remember our expectations?)
- Educational leadership – knowledge and skills
- Vision
- Student Achievement

What is the evaluation?

Conducted by the board
- Annual process not a single event
- For the good of the district & community
- For the students
What is the evaluation?
- A confidential process unless the superintendent requests otherwise
- Meets the condition for executive session
- Balance – public vs. private

Quiz
How many people work directly for the board?
Only the superintendent

When is the evaluation supposed to be completed?
Annually, best practice - (January or February?)

Who is responsible for the leading the evaluation and compiling the results?
The board president or designee

Evaluation Tools and processes
Traditional method
- Numeric scoring scale
- Only happens at one time during the year (Dec-Jan)
- Historically not tied to strategic plan, board goals or sometimes even student achievement
- Limited opportunity for communication
Evaluation Tools and processes

Contemporary – Performance based

- A year long process
  - SLP (Superintendent Leadership Plan) – initial self-reflection and initial board assessment
  - SLP meeting (board & superintendent meet to agree on SLP)
  - Superintendent documents and gathers evidence of satisfying the SLP
  - Summative evaluation by the board - final

Evaluation Tools and processes

Contemporary

New metrics
- Strategic plan
- Board goals
- Measures of student success
- Visionary Leadership
- Educational leadership
- Communications
- Staff success
- Budgeting and fiscal skills
- Community relations

The evaluation process – continual communication
What is your role?

Turn to an elbow an partner and discuss the following questions:

As a board member what do I do?
Participate honestly and in a timely manner. Be as constructive as possible. Be respectful.

What does the board president do?
Facilitate, organize, collate, spokesperson

What can you say to the public about the evaluation if people ask?
Describe the process, board president is the spokesperson, you followed policy and protocol. You cannot speak about anything discussed in executive session.

Final questions/comments