



## The Superintendent's Evaluation

A continuous process of communication

Lon Garrison, School Improvement Coordinator

Timi Tullis, Director of Membership Services

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## 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?

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## 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.



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Why?

Communication & Relationship

Board ↔ Superintendent



The slide features two images. On the left is a sign that reads "Effective Communication" with the word "Effective" on a separate piece of paper pinned to the sign. On the right is a graphic with the word "Respect" in large letters, "GIVE IT" below it, and "TO GET IT" at the bottom, accompanied by an image of two hands shaking.

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Why?

Expectations

Board → Superintendent



The slide features two images. On the left is a bar chart with four bars of increasing height and an upward-pointing arrow labeled "EXPECTATIONS". On the right is an image of a goldfish jumping from a small bowl into a larger one.

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Why?

Accountability

Board → Community

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Superintendent

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### What is the evaluation?

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



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### 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**



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### What is the evaluation?

- Conducted by the board
  - **Annual process** not a single event
  - For the good of the **district & community**
  - For the **students**



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## What is the evaluation?

- A confidential process unless the superintendent requests otherwise
  - Meets the condition for executive session
  - Balance – public vs. private



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## 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

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## 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



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### 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

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### 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




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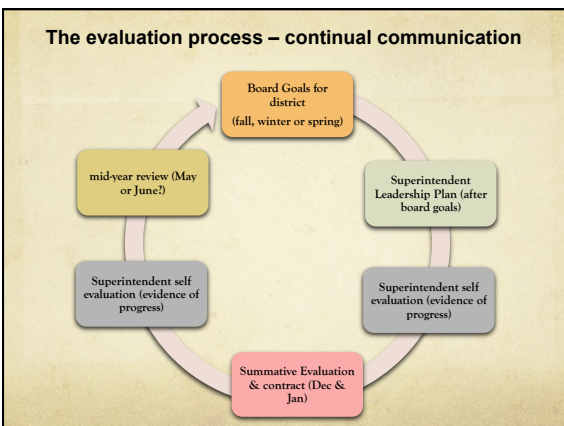
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## What is your role?

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 spokes person, you followed policy and protocol. **You cannot speak about anything discussed in executive session.**

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**Final questions/comments**



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