

Superintendent Evaluation Framework Executive Summary for Board Discussion

Purpose and Context

One of the Board's most important governance responsibilities is evaluating the Superintendent. An effective evaluation process should:

- Provide clear expectations.
- Support accountability and continuous professional growth.
- Strengthen the Board–Superintendent relationship.
- Keep leadership efforts focused on the priorities that matter most for students.

To identify an appropriate approach for Goldendale School District, the two primary superintendent evaluation frameworks currently used in Washington were reviewed: the **WASA/WSSDA Standards-Based Superintendent Framework** and **WSSDA's Strategic Goal-Centered Superintendent Evaluation Framework**.

Comparison of Washington Frameworks

Area	Washington Standards-Based Framework	WSSDA Strategic Goal-Centered Framework
Primary Focus	Comprehensive leadership standards	Strategic goals and annual district priorities
Strengths	Thorough, research-based, professionally grounded, and comprehensive	Goal-centered, practical, flexible, and aligned with Board priorities
Limitations	Lengthy, complex, and difficult to evaluate consistently; may become a checklist	Can become overly detailed if too many goals or measures are included
Best Use	Professional leadership reference	Annual superintendent evaluation process

Recommended Approach for Goldendale

Based on this review, the recommended approach is to develop a **simplified, locally designed superintendent evaluation process** that combines the strengths of both statewide frameworks.

The proposed process would:

- Use the **WSSDA Strategic Goal-Centered Framework** to guide the overall evaluation process.
 - Use the **Washington Standards-Based Framework** as a professional reference to ensure the evaluation reflects the full scope of superintendent responsibilities.
 - Focus on a limited number of Board-approved annual priorities rather than attempting to evaluate every aspect of the superintendent's responsibilities each year.
 - Establish annual expectations and evidence at the beginning of the evaluation cycle.
 - Include a mid-year progress review.
 - Conclude with one collective Board evaluation at the end of the year.
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Recommended First-Year Focus Areas

As this is the Superintendent's first year in Goldendale School District, the evaluation should appropriately emphasize organizational understanding, relationship building, and establishing a strong foundation for future improvement.

The proposed evaluation would focus on the following six areas:

1. Entry, Relationships, and Community Engagement
 2. Board–Superintendent Communication and Governance
 3. Organizational, Financial, and Operational Understanding
 4. Instructional and Student Support Systems
 5. Leadership Capacity and Organizational Systems
 6. Future Direction and Strategic Planning
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Looking Ahead

The superintendent evaluation should be straightforward, meaningful, and aligned with the work of the district. Beginning with a simple, goal-centered process provides clear expectations, meaningful accountability, and a practical framework that can evolve over time as the Board's governance practices and the District's strategic planning continue to mature.

The proposed approach is intended for the **2026–2027** evaluation cycle and can be reviewed and refined annually to ensure it continues to meet the needs of both the Board and the District.