

GOLDENDALE SCHOOL DISTRICT
Superintendent Annual Evaluation

Superintendent: _____

Evaluation Year: _____

Evaluation Period: _____

Purpose

The purpose of the Superintendent evaluation is to provide meaningful feedback, support continuous improvement, strengthen the Board–Superintendent relationship, and ensure alignment with the District's priorities and strategic direction.

The evaluation is based on the Board Priorities and Success Indicators established at the beginning of the evaluation cycle.

Board Assessment Scale

Assessment	Description
Exceeds Expectations	Performance consistently exceeded the agreed-upon Success Indicators.
Meets Expectations	Performance met the agreed-upon Success Indicators.
Progressing Toward Expectations	Meaningful progress was demonstrated, but some Success Indicators were only partially achieved.
Needs Improvement	Performance did not sufficiently meet the agreed-upon Success Indicators and additional improvement is needed.

Annual Performance Review

Board Priority	Success Indicators	Evidence	Board Assessment	Comments
1. Entry, Relationships & Community Engagement			☐ Exceeds Expectations ☐ Meets Expectations ☐ Progressing Toward Expectations ☐ Needs Improvement	
2. Board–Superintendent Communication & Governance			☐ Exceeds Expectations ☐ Meets Expectations ☐ Progressing Toward Expectations ☐ Needs Improvement	
3. Organizational, Financial & Operational Leadership			☐ Exceeds Expectations ☐ Meets Expectations ☐ Progressing Toward Expectations ☐ Needs Improvement	
4. Instructional & Student Support Systems			☐ Exceeds Expectations ☐ Meets Expectations ☐ Progressing Toward Expectations ☐ Needs Improvement	

5. Leadership Capacity & Organizational Systems			☐ Exceeds Expectations ☐ Meets Expectations ☐ Progressing Toward Expectations ☐ Needs Improvement	
6. Future Direction & Strategic Planning			☐ Exceeds Expectations ☐ Meets Expectations ☐ Progressing Toward Expectations ☐ Needs Improvement	

Overall Board Assessment

- ☐ Exceeds Expectations
☐ Meets Expectations
☐ Progressing Toward Expectations
☐ Needs Improvement
-

Board Commendations

Identify the Superintendent's significant accomplishments, strengths, and contributions during the evaluation period.

Future Growth and Development

Identify areas that should receive additional attention or emphasis during the next evaluation cycle.

Recommended Board Priorities for the Next Evaluation Cycle

1.

2.

3.

4.

5.

6.

Board Action

This evaluation represents the collective assessment of the Goldendale School District Board of Directors.

Board Chair: _____

Date: _____