

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 annual Success Indicators collaboratively developed by the Superintendent and Board of Directors. The Success Indicators reflect the Board's governance priorities for the evaluation year and establish the performance expectations against which the Superintendent will be evaluated.

While all six Leadership Domains will be assessed, the Board may place greater emphasis on selected areas through the Success Indicators established for that evaluation cycle.

Assessment Scale

Assessment	Description
Exceeds Expectations	Exceeds the agreed-upon Success Indicators.
Meets Expectations	Meets the agreed-upon Success Indicators.
Approaches Expectations	Demonstrates meaningful progress toward the agreed-upon Success Indicators, but additional work remains.
Does Not Meet Expectations	Does not sufficiently demonstrate progress toward the agreed-upon Success Indicators.

Leadership Domains & Success Indicators

Entry, Relationships & Community Engagement

- Build productive working relationships with Board members founded on trust, transparency, and open communication.
- Establish a visible presence throughout district schools, programs, and community events.
- Build positive relationships with employees, students, families, community organizations, and local partners.
- Strengthen public confidence through authentic engagement and consistent communication.

Board–Superintendent Communication & Governance

- Maintain regular, timely, and transparent communication with the Board.
- Provide accurate and relevant information to support effective governance and Board decision-making.
- Support effective Board governance through policy implementation and adherence to established governance practices.

Organizational, Financial & Operational Leadership

- Develop an understanding of the District's operations, finances, staffing, organizational systems, and operational practices to identify organizational strengths, opportunities, and long-term needs.
- Build productive working relationships with district leaders and employee groups.
- Demonstrate responsible stewardship of district resources.
- Develop an understanding of opportunities that may strengthen organizational effectiveness over time.

Instructional & Student Support Systems

- Become familiar with district instructional programs and student support systems.
- Support district efforts to improve student achievement and student well-being.
- Monitor progress toward district instructional priorities.

Leadership Capacity & Organizational Systems

- Foster a collaborative and positive organizational culture.
- Build productive working relationships with district leaders.
- Develop an understanding of the District's leadership capacity and organizational systems to inform future leadership development.

Future Direction & Strategic Leadership

- Collaboratively establish a shared understanding of the District's opportunities, challenges, and future direction with the Board of Directors.
- Facilitate Board discussions regarding long-term priorities and strategic direction.
- Identify strategic priorities to inform future district planning.
- Strengthen alignment between the District's Strategic Plan, Board priorities, and organizational planning.

Overall Assessment

Domain	Exceeds Expectations	Meets Expectations	Approaches Expectations	Does Not Meet Expectations
Entry, Relationships & Community Engagement	☐	☐	☐	☐
Board–Superintendent Communication & Governance	☐	☐	☐	☐
Organizational, Financial & Operational Leadership	☐	☐	☐	☐
Instructional & Student Support Systems	☐	☐	☐	☐
Leadership Capacity & Organizational Systems	☐	☐	☐	☐
Future Direction & Strategic Leadership	☐	☐	☐	☐

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.

Board Action

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

Board Chair: _____

Date: _____