

## DULUTH PUBLIC SCHOOLS NO. 709

### EVALUATION OF THE SUPERINTENDENT (Evaluation Instrument)

**INSTRUCTIONS:** This evaluation instrument is divided into three (3) goals. Each School Board member is asked to rate the Superintendent on the items cited in each of the categories on a scale ranging from **1** to **4**. The number **1** is the lowest possible score & indicates unsatisfactory goal and result attainment. The number **4** indicates distinguished goal and result attainment. A definition of each numerical rating is presented as follows:

**4 - DISTINGUISHED**

The Superintendent exceeded the expectations of the specific goal and results.

**3 – ACCOMPLISHED**

The Superintendent meets expectations & results are achieved of the specific goal.

**2 - SATISFACTORY**

Specific goal is met however may be lacking in important result areas.

**1 – UNSATISFACTORY**

The Superintendent's goal attainment and results in this category is unacceptable & requires immediate attention.

**\*Note:** Any area determined as being performed in a less than satisfactory manner must contain recommendations on how the Superintendent can improve their performance in that area.

#### Areas of Goal Evaluation

##### ***Goal 1. Tool for Equity Accountability Implementation***

##### ***Goal 2. Decrease disproportionate Out of School Suspensions for subjective reasons (according to progress targets for OSS Plan)***

##### ***Goal 3. Dissertation Completion***

The overall ranking of the Superintendent as rated by the average score of all School Board members, in the evaluation areas listed above is in the "Accomplished/Satisfactory" range.