

Nevis Superintendent Evaluation: 2025-26

(First draft – August 18, 2025)

FORM 1: Standards and Elements identified to guide expectations:

STANDARD #2: School District Finances

- **ELEMENT 2.d. Bond and Levy**
 - **Examples of Evidence:**

How can the board support the superintendent in performing as “Highly Effective” in this element? Board goal:

STANDARD #3: Communication and Community Relationship

- **ELEMENT 3.f. Visibility and Approachability**
 - **Examples of Evidence:**

How can the board support the superintendent in performing as “Highly Effective” in this element? Board goal:

STANDARD #5: Human Resources

- **ELEMENT 5.c. Delegation of Duties**
 - **Examples of Evidence:**

How can the board support the superintendent in performing as “Highly Effective” in this element? Board goal:

STANDARD #8: Ethical and Inclusive Leadership

- **ELEMENT 8.b. Interactions with Staff, Students, and Community**
 - **Examples of Evidence:**

How can the board support the superintendent in performing as “Highly Effective” in this element? Board goal:

Superintendent Professional Development Goal:

Objective: To participate in financial learning opportunities in order to become well-versed in school district finances, and to become knowledgeable about all Elements in Standard 2. School District Finances.

Examples of evidence (*Superintendent will refine and identify these*):

Timeline for superintendent performance review process:

September TBD, 2025, TIME – school board work session to finalize goals/elements and set board goals

September/October TBD, 2025, TIME – school board approves the goals and performance review plan

January TBD, 2026 – conduct mid-year (formative) evaluation

May/June TBD, 2026 – conduct year-end (summative) evaluation

FORM 2: Superintendent Evaluation – Mid-Year (FORMATIVE)

STANDARD #2: School District Finances

- **ELEMENT 2.d. Bond and Levy**

Evidence of progress; Comments:

Is the board making progress on their supportive goal?

STANDARD #3: Communication and Community Relationship

- **ELEMENT 3.f. Visibility and Approachability**

Evidence of progress; Comments:

Is the board making progress on their supportive goal?

STANDARD #5: Human Resources

- **ELEMENT 5.c. Delegation of Duties**

Evidence of progress; Comments:

Is the board making progress on their supportive goal?

STANDARD #8: Ethical and Inclusive Leadership

- **ELEMENT 8.b. Interactions with Staff, Students, and Community**

Evidence of progress; Comments:

Is the board making progress on their supportive goal?

Superintendent Professional Development Goal:

Evidence of progress; Comments:

Evaluation Period: _____ to _____

Superintendent's Signature: _____ Date: _____

School Board Chair's Signature: _____ Date: _____

FORM 3: Superintendent Evaluation – Year-End (SUMMATIVE)

STANDARD #2: School District Finances

ELEMENT 2.d. Bond and Levy

Element 2.d. Bond and Levy Campaigns				
Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)	NA
<i>Helps school board assure that levy and bond campaigns meet immediate fiscal needs and advance long-term school district goals and/or priorities</i>	<i>Helps school board develop community engagement strategies that build support for levies and bonds</i>	<i>Helps school board assure that levy and bond campaigns are conducted in legally correct and fiscally responsible manner</i>	<i>Does not provide school board with timely and helpful guidance on conducting levy and bond campaigns</i>	

Evidence/Comments:

STANDARD #3: Communication and Community Relationship

ELEMENT 3.f. Visibility and Approachability

Element 3.f. Visibility and Approachability				
Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)	NA
<i>Is visible and approachable by members of the community; attends many and varied events</i>	<i>Is visible and approachable by community; attends some events.</i>	<i>Attends few events and is seldom approachable by community</i>	<i>Is neither visible nor approachable by community</i>	

Evidence/Comments:

STANDARD #5: Human Resources

ELEMENT 5.c. Delegation of Duties

Element 5.c. Delegation of Duties *				
Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)	NA
<i>Delegates responsibility to staff that will foster professional growth, leadership, and decision-making skills</i>	<i>Delegates responsibility to appropriate staff</i>	<i>Is reluctant to place much authority or decision-making with key staff</i>	<i>Tightly controls decisions made within administrative team</i>	

*Note 5.c.: School district finances and structures impact staffing levels and administrative oversight and responsibilities.

Evidence/Comments:

STANDARD #8: Ethical and Inclusive Leadership

ELEMENT 8.b. Interactions with Staff, Students, and Community

Element 8.b. Interactions with Staff, Students, and Community				
Highly Effective (4)	Effective (3)	Developing (2)	Ineffective (1)	NA
<i>Assures that school district procedures and practices are systematically reviewed and revised to reflect fairness and respect for human dignity for members of school community; builds relationships with union and non-affiliated employee groups through trust and sharing appropriate information</i>	<i>Guides staff to examine school district procedures and practices for adherence to principles of fairness and human dignity; manages dynamics of union relationships</i>	<i>Frequently examines school district procedures and practices for adherence to principles of fairness and human dignity; works to make the best of union relationships</i>	<i>Does not examine school district procedures and practices for adherence to principles of fairness and human dignity; is unable to work with union leadership; does not work to improve relationships</i>	

Evidence/Comments:

Superintendent Professional Development Goal: TBD

4 Highly Effective	3 Effective	2 Developing	1 Ineffective

Evidence to support this goal: *(List below)*

Comments:

What best illustrates the superintendent's greatest strength and why?

(Summarize board's comments as a whole here)

What presented the superintendent with the greatest challenge and why?

(Summarize board's comments as a whole here)

How might the school board enhance the superintendent's strengths and assist in overcoming challenges?

(Summarize board's comments as a whole here)

Superintendent's comments:

(Superintendent places their summary comments here and/or submits a self-evaluation)

Evaluation Period: _____ to _____

Superintendent's Signature: _____ Date: _____

School Board Chair's Signature: _____ Date: _____