

**FERRIS ISD**  
**SUPERINTENDENT EVALUATION**  
**2021-2022**

Date of Evaluation: \_\_\_\_\_.

Please comment and indicate a score of 1-5 on the following areas as they pertain to the Superintendent's performance.

- 5- Outstanding
- 4- Exceeds Expectations
- 3- Meets Expectations
- 2- Below Expectations
- 1- Unsatisfactory

**Instructional Management-** Has the superintendent directed the district in an effective way so that: a. Instruction is taking place throughout the district at a high level, b. Curriculum is developed or being developed or updated to best meet the needs of our students, and c. Yearly evaluation and analysis of instruction is conducted.

5      4      3      2      1

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**Organizational Morale-** Has the superintendent put in place and managed activities and processes that: a. Foster positive staff morale, b. lessens turnover rates, and c. builds commitment to Ferris I.S.D.

5      4      3      2      1

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**Organizational Improvement-** Has the superintendent taken the steps to bring about positive change within the district such as: a. working conditions improvement where applicable, b. Public relations steps to positively portray the district, and c. other steps that will move the district in a positive direction.

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**Personnel Management-** Has the superintendent taken step to: a. Attract and staff the district with the best personnel available, b. Put programs in place to recognize and reward excellence, and c. Dealt with all aspects of personnel issues as they arise in a professional and timely manner.

5      4      3      2      1

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**Management of Administration, Fiscal, and Facilities-** Has the superintendent taken steps to: a. Manage each of these areas in a way that moves the district in a positive direction, b. Manage financial dealings in a positive manner, and c. Develop and maintain "world class" facilities within the district.

5      4      3      2      1

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**Student Management-** Has the superintendent taken steps to: a. Provide a stimulating academic experience for every student in the district, b. Minimize and deal with student behavior issues that occur throughout the year, and c. Put programs in place to challenge, assist and promote student success.

5      4      3      2      1

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**Community Relations-** Has the superintendent taken steps to: a. Communicate Ferris I.S.D.'s message to the community, b. Showcase Ferris I.S.D. as a valuable asset to the community, and c. Involved community members, city leaders and school officials in collaborative planning.

5      4      3      2      1

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**Team of 8 Relations-** Has the superintendent taken steps to: a. Regularly communicate with the board, b. Provide adequate training opportunities for the Team of 8, and c. Make certain that every event involving the Board is properly planned and managed.

5      4      3      2      1

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