

# SUPERINTENDENT'S SELF-EVALUATION

Name

Date

## **INTRODUCTION**

The following pages provide a self-reflection on four leadership domains recommended by *The Connecticut Superintendent Leadership Competency Framework* developed by LEAD Connecticut, endorsed by CABE, and outlined in the **Woodbridge Superintendent's Contract**. This self-assessment is intended to provide evidence and examples to help you complete the rubrics as part of the Superintendent's Evaluation Tool to determine a profile of my strengths and areas for growth. In addition, **Strategic Plan goals** (highlighted in red) and **Superintendent's goals** (highlighted in blue) which were addressed during the xxxx-xxxx school year, are included in this self-reflection with commentary.

I look forward to the opportunity to discuss the results of this evaluation with you in Executive Session at the June Board of Education meeting.

Respectfully submitted and in continued partnership,

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## Educational Leadership

**Vision:**

Works with the BOE, staff, and community to develop and implement a **vision** for students' high academic achievement.

**Culture:**

Promotes a positive school **culture** for effective learning and high achievement; fosters a spirit of collaboration, camaraderie, and team support.

**Instructional Materials:**

Ensures teachers and students are provided with the highest quality instructional materials and cutting-edge technologies to support superior instruction and learning across all subject areas.

**Curriculum:**

Manages the development and effective continuous improvement of curriculum across all academic and specials subject areas.

**Hiring:**

Ensures the hiring of highly qualified, high performing, and

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<p>caring administrators, teachers, and staff.</p>	
<p><b><u>Training:</u></b> Oversees the design and implementation of effective and comprehensive professional development for administrators, teachers, and staff.</p>	
<p><b><u>Performance:</u></b> Ensures administrators, teachers, and staff are held to high standards of performance, including timely and effective performance reviews according to District policies.</p>	
<p><b><u>Issue Management:</u></b> Deals with personnel, performance, or other issues in a timely, considerate, and effective manner, ensuring the smooth-running of the District.</p>	
<p><b><u>Measurable Results:</u></b> Leads the District towards improved student achievement as evidenced by multiple sources of data.</p>	
<p><b><u>Presence:</u></b> Creates a leadership presence in the District by regularly visiting classrooms, attending special</p>	

programs, and meeting with staff.	
<b>Personal Development:</b> Actively participates in professional organizations for her own development.	

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## Organizational Management

**Budget Process:**

Develops and implements a timeline and process that provides sufficient opportunity for thorough scrutiny, discussion, and decision making in all budget areas.

**Budget Development:**

Works with staff, BOE, and the Town Board of Finance to develop a sound budget that adequately funds all vital areas of the District's operations and meets the needs of all students.

**Budget Management:**

Effectively manages all expenses in the District.

**Contract Negotiation:**

Develops contract terms for all contracted parties that are fair to the contracted parties and manageable by the BOE.

**Grants & Excess Cost:**

Keeps abreast of available federal and state grants (including Excess

<p>Cost) and actively pursues and obtains all monies available.</p>	
<p><b><u>Day-to-Day Management:</u></b> Through personal oversight and a network of managing staff, maintains oversight of the day-to-day operations of the District, ensuring performance at a high level of excellence.</p>	
<p><b><u>Facilities/IT Planning:</u></b> Works with staff and BOE to develop an effective long-term facilities/IT plan.</p> <p><b><u>Facilities/IT Maintenance:</u></b> Ensures all aspects of the facilities/IT and equipment are cleaned, maintained, fixed and/or replaced in a timely, cost effective manner.</p>	
<p><b><u>School Environment Safety and Health:</u></b> Ensures all aspects of the school environment are safe and healthy, and all government standards are met.</p>	

## Community and Board of Education Relations

**Communication-Proactive:**

Communicates proactively and effectively with the BOE on key operational, staffing, financial, educational, and other issues.

**BOE Communication-**

**Responsive:** Responds to Board Chair's requests for information in a timely fashion

**Policy:** Performs continuous review of Board policies and provides timely and thorough information to the Board for effective policy decision making.

**Commitment to Board**

**Priorities:** Works diligently to implement Board priorities and directives; implements all policies adopted by the Board.

**Information and Advice:**

Provides professional advice and informs the Board on



<p>educational issues, statutory requirements, and needs in the District, by providing appropriate recommendations and supporting data.</p>	
<p><b><u>BOE Collaboration:</u></b> Works collaboratively and collegially with members of the Board and with Board committees.</p>	
<p><b><u>Community Communication-Proactive:</u></b> Keeps parents informed of key events, programs, staff changes, education issues, emergencies, and any other issues of concern to parents.</p> <p><b><u>Community Communication-Responsive:</u></b> Responds to communications in a timely, caring, professional manner.</p> <p><b><u>Follow Through:</u></b> Takes action on parent concerns, suggestion, and expressed needs.</p>	
<p><b><u>Community Collaboration:</u></b> Solicits input and feedback from parents, actively involving them in education process and decision making where possible and appropriate.</p>	

## Personal and Professional Qualities

Personal Integrity  
Professionalism  
Interaction Skills  
Communication Style  
Work Ethic  
Transparency  
Commitment to Excellence

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