

SHERIDAN SCHOOL DISTRICT 48J



District Goals

1. *Student Achievement*
2. *Stewardship of District Resources*
3. *Stakeholder Engagement*

**Sheridan School District
2011-2012**

Name: A.J. Grauer

Date: _____

Domain 1: Leadership and District Culture This standard stresses the superintendent's performance in leadership through empowering others, visioning, helping shape school culture and climate, and understanding multicultural and ethnic differences.	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree
Performance Indicators:					
1.2 Promotes academic rigor that focuses on learning and excellence for schools					
1.3 Creates and supports a community of learners that empowers others to reach high levels of performance to achieve the school's vision					
1.7 Develops, implements, promotes and monitors continuous improvement					

Comments:

1.2

1.3

1.7

Domain 2: Communications and Community Relations This standard emphasizes the skills necessary to establish effective two-way communications not only with students, staff and parents, but the community as a whole, including beneficial relationships with the media. It also stresses responding to community feedback and building community support for the district.	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree
Performance Indicators:					
2.1 Develops formal and informal techniques to gain external perceptions of the district					
2.5 Understands the role of media in shaping and forming opinions as well as how to work with the media					

Comments:

- 2.1
-
- 2.5
-

Domain 3: Organizational Management This standard requires the superintendent to gather and analyze data for decision making and for making recommendations to the board. It stresses the skills necessary to meet internal and external customer expectations and to effectively allocate resources.	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree
Performance Indicators:					
3.1 Demonstrates budget management including financial forecasting, planning, cash-flow management, account auditing and monitoring					
3.3 Develops and monitors long-range plans for school and district.					

Comments:

3.1

3.3

Domain 4: Curriculum Planning Development This standard addresses the superintendent’s skills in staying up-to-date in curriculum, teaching, learning and testing theories. It requires the superintendent to make sound recommendations for learning technologies	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree
Performance Indicators:					
4.1 Develop core curriculum design and delivery system based on content and assessment standards and best practices					
4.5 Involves faculty in enhancement and renewal of curriculum to ensure alignment of curriculum, instruction and assessment					
4.6 Assesses student progress using a variety of appropriate techniques					

Comments:

- 4.1
- 4.5
- 4.6

Domain 5: Instructional Leadership This standard addresses what is to be taught, this standard emphasizes how it should be taught. It emphasizes the skills required to ensure that the most effective teaching techniques are in place and that all instructional resources are used to maximize student achievement. This standard also requires applying research and best practices with respect to diversity sensitivities.	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree
Performance Indicators:					
5.6 Applies effective methods of providing, monitoring, evaluating and reporting student achievement and uses good research and assessment to improve the learning process					
5.7 Encourages various staffing patterns, student grouping plans, class scheduling plans, school organizational structures, and facilities design processes to support various teaching strategies and desired student outcomes					

Comments:

5.6

5.7

Domain 6: Values and Ethnics of Leadership This standard requires the understanding and modeling of appropriate value systems, ethics and moral leadership. It also requires superintendents to exhibit multicultural and ethnic understanding and to coordinate with social agencies and human services to help students grow and develop as caring, informed citizens.	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree
Performance Indicators:					
6.1 Promotes the establishment of moral and ethical practices in every classroom, every school, and throughout the district. A professional code of ethics and demonstrate personal integrity					
6.2 Explores and develops ways to find common ground in dealing with difficult and divisive issues. Describes role of schooling in a democratic society. Exhibits multicultural and ethic understanding and sensitivity.					
6.3 Models accepted moral and ethical standards in all interactions					

Comments:

6.1
6.2
6.3

Domain 7: Labor Relations This performance standard requires the superintendent to provide technical advice to the board during labor negotiations, to keep the board apprised of negotiation status, to understand and effectively administer negotiated labor contracts, and to keep abreast of legislative changes affecting the collective bargaining process.	Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Agree
Performance Indicators:					
7.1 Establishes productive relationships with bargaining groups while managing contracts effectively					
7.3 Participates in the collective bargaining processes as determined by the Board					

Comments:

7.1
7.3