

Introduction

Thank you for filling out this survey regarding my job performance. It is important to solicit feedback to improve performance and meet the needs of the school district. The spring evaluation is based on meeting goals of the education plan and other goals set by the school board. Each item will be scored as one of the following:

Highly Effective: We are surpassing expectations for implementation by spring, 2021.

Effective: We are on-track for successful completion.

Developing: We have made some progress but there are questions about successful completion.

Needs Improvement: Significant changes need to be made immediately.

Ineffective: There is little or no evidence of work toward successful completion.

Survey results are received, tabulated, and maintained using the district's Survey Monkey account. As a manager and user of the account, the Superintendent forwards results to the School Board Chair. The Chair will write a rough draft of the evaluation that will be reviewed during the evaluation session conducted by the School Board. At the next regularly scheduled board meeting, a summary of evaluation results will be shared with the school board and public.

As the data subject, the Superintendent has the right to access the complete evaluation data. In general, data in a performance evaluation is private personnel data that is not accessible to the public unless the data subject (in this case, the Superintendent) agrees to disclose it.

1. Strategic Direction 1: Providing excellent educational opportunities to enhance student learning and engagement with proven instructional strategies and technology integration.

a. Establish career pathways by aligning curriculum, increasing connections with the community, and providing internships and other work-based learning opportunities.

b. Implement more hands-on learning and technology integration, particularly science, technology, engineering, arts, and math (STEAM) practices.

c. Provide additional resources to improve math and reading achievement for both students who are struggling and students needing advanced learning.

d. Update student computers, curriculum, and instructional equipment as needed.

	Ineffective	Needs Improvement	Developing	Effective	Highly Effective	Unable to Answer
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments and Suggestions

2. Strategic Direction 2: Focusing instruction and professional growth on improving learning and engagement.

a. Effectively implement Professional Learning Communities.

b. Provide support to teachers to implement instructional strategies through targeted professional development.

	Ineffective	Needs Improvement	Developing	Effective	Highly Effective	Unable to Answer
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments and Suggestions

3. Strategic Direction 3: Creating a responsive, safe, open, and respectful environment across all schools and programs.

- a. Provide additional resources to manage discipline and enhance student behavior.
- b. Improve communication with families, staff, and the community.
- c. Support student mental health issues.

	Ineffective	Needs Improvement	Developing	Effective	Highly Effective	Unable to Answer
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments and Suggestions

4. Strategic Direction 4: Providing high quality and efficient services through the strategic investment and allocation of resources.

- a. Align District, building, and classroom goals.
- b. Make decisions based on updated 5-year financial plans.

	Ineffective	Needs Improvement	Developing	Effective	Highly Effective	Unable to Answer
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments and Suggestions

5. Goal from November 16, 2021. Equity Planning: The district is committed to strengthening this area through the leadership and direction of the superintendent. An equity team has already been established along with the purchase of new inclusive curriculum. A long-term commitment to equity planning and implementation throughout the district is a priority.

	Ineffective	Needs Improvement	Developing	Effective	Highly Effective	Unable to Answer
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments and Suggestions

6. Goal from November 16, 2021. Student Achievement: An educational plan is set to address the achievement issues the district faces. A robust directive to address achievement gaps is essential for the next year and beyond.

	Ineffective	Needs Improvement	Developing	Effective	Highly Effective	Unable to Answer
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments and Suggestions

7. Goal from November 16, 2021. Recovery from COVID: Several areas within the district have been modified to respond to the pandemic. Budgetary issues, along with personnel, will need to be adapted and managed well.

	Ineffective	Needs Improvement	Developing	Effective	Highly Effective	Unable to Answer
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments and Suggestions

The next few questions relate to progress made on areas identified during my evaluation in spring, 2020. These areas will be formally evaluated in spring, 2021.

Highly Effective: We are surpassing expectations for implementation by spring, 2021.

Effective: We are on-track for successful completion.

Developing: We have made some progress but there are questions about successful completion.

Needs Improvement: Significant changes need to be made immediately.

Ineffective: There is little or no evidence of work toward successful completion.

8. Goal from November 16, 2021. Human Resources: Hiring practices need to follow a consistent procedure and match adopted policy. Attention also needs to be given to the overall HR plan with an overarching goal of organizational structure.

	Ineffective	Needs Improvement	Developing	Effective	Highly Effective	Unable to Answer
Rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments and Suggestions

9. Please provide other feedback for the Superintendent.