



FAYETTEVILLE ISD
Superintendent Summative Evaluation Instrument



Superintendent: _____

Date of Review: _____

Rating Scale:

E Exceptional

P Proficient

N Needs Improvement

Directions:

1. Record the ratings submitted by each board member.
2. Following the discussion among the Board, record the Board's overall rating for each performance goal and job-performance area.
3. Include a summary comment (if desired)

I. Instructional Management

- 1) The Superintendent coordinates a program of instruction that supports the philosophy and goals of the school district.

Board Member Ratings
☐ ☐ ☐ ☐ ☐ ☐ ☐

Board Rating
☐

II. Administrative and School Climate

- 2) The Superintendent displays effective personal leadership attributes.

Board Member Ratings
☐ ☐ ☐ ☐ ☐ ☐ ☐

Board Rating
☐

- 3) The Superintendent effectively delegates authority and responsibility.

Board Member Ratings
☐ ☐ ☐ ☐ ☐ ☐ ☐

Board Rating
☐

III. School Improvement

- 4) The Superintendent effectively plans district programs and services to meet identified needs.

Board Member Ratings
☐ ☐ ☐ ☐ ☐ ☐ ☐

Board Rating
☐

IV. Personnel Management

- 5) The Superintendent provides for personnel practices that promote high quality staffing and job performance.

Board Member Ratings
☐ ☐ ☐ ☐ ☐ ☐ ☐

Board Rating
☐

- 6) The Superintendent initiates and promotes an effective employee program.

Board Member Ratings
☐ ☐ ☐ ☐ ☐ ☐ ☐

Board Rating
☐

V. Management of Administrative, Fiscal, and Facilities Functions

- 7) The Superintendent directs the preparation and expenditure of the district budget within the district's fiscal capabilities.

Board Member Ratings
☐ ☐ ☐ ☐ ☐ ☐ ☐

Board Rating
☐

- 8) The Superintendent anticipates the district's needs for facilities and materials and establishes an effective system for their use.

Board Member Ratings
☐ ☐ ☐ ☐ ☐ ☐ ☐

Board Rating
☐



FAYETTEVILLE ISD

Superintendent Summative Evaluation Instrument



VI. Student Engagement

9) The Superintendent oversees a system of student services and student discipline that is effective and equitable.

Board Member Ratings

--	--	--	--	--	--	--

Board Rating

--

VII. School or Community Relations

10) The Superintendent promotes community relations through effective communications and involvement of community members.

Board Member Ratings

--	--	--	--	--	--	--

Board Rating

--

VIII. Professional Growth and Development

11) The Superintendent seeks opportunities for continued professional growth.

Board Member Ratings

--	--	--	--	--	--	--

Board Rating

--

IX. Student Achievement

12) The Superintendent ensures an assessment and improvement system for student learning that results in the ongoing improvement in student achievement.

Board Member Ratings

--	--	--	--	--	--	--

Board Rating

--

X. Board Relations

13) The Superintendent maintains a positive and productive working relationship with the board of trustees.

Board Member Ratings

--	--	--	--	--	--	--

Board Rating

--

14) The Superintendent assists in the development of and effectively administers board policy.

Board Member Ratings

--	--	--	--	--	--	--

Board Rating

--