

Introduction

Thank you for filling out this survey regarding my job performance. I believe it is important to solicit feedback in order to improve performance and meet the needs of the school district. The survey is based on the Minnesota School Board Association's (MSBA's) appraisal instrument. Each standard will be scored as "Highly Effective," "Effective," "Developing," or "Ineffective." Please refer to the MSBA's handbook that specifies the rubric for each element under each standard as well as my self-evaluation that provides my perspective on each element.

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. School Board members and the Superintendent will review raw and summary data during the evaluation session of the Superintendent.

A public summary of the evaluation results will be presented to the school board and public at the next regular school board meeting.

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.

Leadership of Educational Programs

1. Governance Team:

- Roles and Responsibilities
- Goals and/or Strategic Plan
- Policy Implementation
- Information for Decision-Making
- School Board Inquiries and Development

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

Comments and Suggestions

2. School District Finances:

- Budget Development and Maintenance
- Financial Statements
- Financial Controls
- Bond and Levy Campaigns
- Asset Protection

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

Comments and Suggestions

3. Communication and Community Relationships:

- Relationships with the Community
- Engagement
- Inform the Community as a Whole
- Advocacy
- Media
- Visibility and Approachability

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

Comments and Suggestions

4. School District Operations:

- Facilities
- Transportation
- Food Service
- Technology
- Maintenance
- Personnel

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

Comments and Suggestions

5. Human Resources:

- Internal Communications
- Personnel Concerns
- Delegation of Duties
- Visibility and Approachability
- Hiring and Staff Development
- Collective Bargaining
- Evaluation

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

Comments and Suggestions

6. Teaching and Learning:

- Staff Development
- School Improvement
- Curriculum and Instruction
- Professional Knowledge of Teaching and Learning
- Culture of Cooperation

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

Comments and Suggestions

7. Student Support:

- Student Engagement and Feedback
- Student Attendance
- Support for Students
- Student Discipline
- Culture of Cooperation
- School Safety and Security
- Emotional Health and Social Needs

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

Comments and Suggestions

8. Ethical and Inclusive Leadership:

- Ethics and Professional Behavior
- Interactions with Staff, Students, and Community
- Professional Practice
- Diverse Communities
- Cultural Competency
- Equity Plan Implementation

	Ineffective	Developing	Effective	Highly Effective	Unable to Answer
Rating	<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.

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

9. Budgetary Conservation

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

Comments and Suggestions

10. Human Resources Plan with Needed Reductions and Positions to Address Needs

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

Comments and Suggestions

11. Next steps for referendum planning

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

Comments and Suggestions

12. Communications with Board Members about Key Issues

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

Comments and Suggestions

13. Timeliness of Personnel Issues

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

Comments and Suggestions

14. Flexibility and Adaptation of Educational Plan due to COVID

Ineffective

Developing

Effective

Highly Effective

Unable to Answer

Rating

Comments and Suggestions

15. Technology Integration

Ineffective

Developing

Effective

Highly Effective

Unable to Answer

Rating

Comments and Suggestions

16. Staff / Teacher Retention

Ineffective

Developing

Effective

Highly Effective

Unable to Answer

Rating

Comments and Suggestions

17. Professional Development

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

Comments and Suggestions

18. Professional Learning Communities

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

Comments and Suggestions

19. Student Achievement

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

Comments and Suggestions