

## Superintendent Evaluation Forms

### Background:

Evaluation of a superintendent's performance is one of a school board's most important responsibilities. Done correctly, an evaluation is a useful governance tool that helps drive school improvement. In fact, a high quality evaluation process helps develop positive school board-superintendent relationships, clarifies leadership roles, creates common understandings, and provides a mechanism for satisfying the public's desire for accountability.

An extremely important fact to keep in mind, however, is that evaluations are most effective when they are designed and used for improving existing performance and communicating future expectations, not simply for punitive reasons and reviewing past performance.

### Iowa Standards for School Leaders (ISSL):

- Standard #1: An educational leader promotes the success of all students by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the school community. (Shared Vision)
- Standard #2: An educational leader promotes the success of all students by advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff professional development. (Culture of Learning)
- Standard #3: An educational leader promotes the success of all students by ensuring management of the organization, operations, and resources for a safe, efficient, and effective learning environment. (Management)
- Standards #4: An educational leader promotes the success of all students by collaborating with families and community members, responding to diverse community interests and needs and mobilizing community resources. (Family and Community)
- Standard #5: An educational leader promotes the success of all students by acting with integrity, fairness and in an ethical manner. (Ethics)
- Standard #6: An educational leader promotes the success of all students by understanding the profile of the community and responding to, and influencing the larger political, social, economic, legal, and cultural context. (Societal Context)

### Legal Requirements:

Iowa law does not require a specific instrument, it simply requires the ISSL and superintendent progress on goals. The minimum requirement in the state of Iowa is the following measure:

(Check either the *Meets* or *Does Not Meet* column for each standard.)

Job Responsibilities:

	Meets Standard	Does Not Meet Standard
Standard 1	<input type="checkbox"/>	<input type="checkbox"/>
Standard 2	<input type="checkbox"/>	<input type="checkbox"/>
Standard 3	<input type="checkbox"/>	<input type="checkbox"/>
Standard 4	<input type="checkbox"/>	<input type="checkbox"/>
Standard 5	<input type="checkbox"/>	<input type="checkbox"/>
Standard 6	<input type="checkbox"/>	<input type="checkbox"/>

### Options and/or Alternatives:

On the following pages are two superintendent evaluation forms commonly used in the state of Iowa.