

Crosby-Ironton School Superintendent Evaluation Instrument

Vision: Career and college readiness for all students

Mission: To prepare students for the opportunities to succeed in life.

Values Statement: The core of our strategic plan is...

- All students will:
 - demonstrate content mastery;
 - be effective collaborators to solve problems;
 - be critical thinkers; and
 - be creative and innovative.

School District Goal:

The school district will provide leadership for continuous improvement of student achievement.

Superintendent Goal:

The superintendent will provide leadership for continuous improvement of student achievement.

Pertinent MN Rule 3512.0510 Competency(ies):

- Curriculum planning and development for the success of all learners: demonstrating the ability to develop, implement, and monitor procedures to align, sequence, and articulate curriculum and validate curricular procedures
- Leadership: demonstrating the ability to implement change or educational reform

Evaluation Calendar

May – Superintendent self-evaluation.

May – Cabinet evaluates Superintendent.

June – School Board evaluates Superintendent.

June – Board Chair reads brief evaluation summary at the regular board meeting.

June – Review the Superintendent evaluation instrument and make modifications if needed.

July – Evaluation “year” begins.

January – Mid-year evaluation

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June 2017

1. During the 2015-2016 school year, ensure that staff are trained in how to effectively use professional learning communities to close the learning gap(s) ensuring that all students achieve at high levels.

Does Not Meet The Standard 0	Developing 1	Meets Standards 2	Highly Effective 3
Has little familiarity with what a PLC is. Has no purposeful plan in place for training staff on the effective use of PLC's. The Staff are free to use PLC's how they see fit.	Is somewhat familiar with what an effective PLC is. Has reached out to some teachers with training opportunities to improve the effectiveness of their respective PLC.	Knows about the PLC's well and has reached out to the staff to provide training opportunities for teachers to be able to run effective PLC's.	Is an expert in the area of PLC's. Has a systematic procedure in place that requires all staff are trained in how to effectively use professional learning communities.

Directions:

For a score, write either a 0, 1, 2 or 3.

Score: _____

Comments:

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2. Develop and implement a plan to effectively use data for decision-making and updating the school board, evaluating progress toward establishing school district goals, and a system to address needed program changes based on data.

Does Not Meet The Standard 0	Developing 1	Meets Standards 2	Highly Effective 3
Has little familiarity with what the data is for the school district. The board is seldom informed of the student achievement data	Is somewhat familiar with what the data is for the school district. From time to time, informs the school board how students are performing academically.	Knows about the data that is needed for systems decision-making well. Frequently updates the board on the data, progress toward achieving goals and proposed changes based on data.	Is an expert in the use of data for decision-making. Has a systematic procedure in place that keeps all school board members updated on the data. Has a systematic procedure in place that updates the goals for the district and progress toward achieving those goals. Has a systematic procedure in place that provides rationale for making changes based on data.

Directions:

For a score, write either a 0, 1, 2 or 3.

Score: _____

Comments:

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3. Effectively use data to inform and improve instruction, meet the needs of all learners, and track and report on progress in meeting school district goals.

Does Not Meet The Standard 0	Developing 1	Meets Standards 2	Highly Effective 3
<p>Has little familiarity with what the data is for the school district. Has little familiarity with how to use data to track and report progress in meeting school district goals.</p>	<p>Is somewhat familiar with what data is being collected for the school district. From time to time, asks some principals and teachers to track and report progress in meeting school district goals.</p>	<p>Knows about the continuous improvement process well. Has laid out clear expectations to the appropriate and necessary staff to ensure that the needs of most learners are being met. Has provided the necessary leadership in setting up a methodical system of tracking and reporting progress on meeting the school district goals.</p>	<p>Is an expert at how to use data to inform instruction. Has systems in place that ensures that the needs of all learners are being met. Ensures that there is a system in place that tracks and reports the progress of all learners making progress in meeting school district goals.</p>

Directions:

For a score, write a 0, 1, 2 or 3.

Score: _____

Comments:

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4. Ensure that the district annually invests in research-based, data driven professional development in the area of technology for employees.

Does Not Meet The Standard 0	Developing 1	Meets Standards 2	Highly Effective 3
Has little familiarity with technology and how technology is being used in the district.	Is somewhat familiar with technology and how it is used for instruction. From time to time, reaches out to some principals and some teachers to get trained in the area of technology.	Knows about technology and the need for professional development in the area of technology well and has reached out to the staff to provide training opportunities throughout the year.	Is an expert in the area of technology. Has a systematic procedure in place that utilizes data to identify a specific technology training need and subsequently requires all employees to be trained in how to effectively use technology.

Directions:

For a score, write a 0, 1, 2 or 3.

Score: _____

Comments:

Additional Comment/s: