



## **SUPERINTENDENT EVALUATION 2025-2026**

The Superintendent's contract is performance-based, linked to student performance and academic improvement of the schools within RCS as required by Section 10-23.8 of the Illinois School Code. The Superintendent shall meet the goals enumerated in Attachment A, incorporated herein by reference, and any other goals agreed to by the parties and amended hereto during the term of the Contract.

### **Goals and Indicators of Student Performance and Academic Improvement**

In accordance with 105 ILCS 5/10-23.8 annually, the Superintendent, with the assistance of his administrative team, shall

- Goal 1. Evaluate student performance, including but not limited to, student performance on standardized tests, successful completion of the curriculum, and attendance and drop-out rates;
- Goal 2. Review the curriculum and instructional services;
- Goal 3: Review school finances; and
- Goal 4: Report to the school board on his findings as to the (a) student performance and (b) his recommendations, if any, for curriculum or instructional changes as a result of his evaluation of student performance.

The presentation of the report(s) shall demonstrate the Superintendent's accomplishment of the goals, by indicators, subject to the restrictions and limitations (if any) of each goal shall constitute the achievement of the goals of student performance and academic improvement as required by Section 10-23.8 of the Illinois School Code.

### **Timeline for Completion**

<i>December Board Meeting</i>	-Superintendent will place his evaluation on the Board Agenda.
<i>By January 15</i>	-Superintendent will provide the Board with his evidence of completion / self-assessment
<i>January Board Meeting</i>	-Board will evaluate the superintendent.
<i>No later than February 1</i>	-Board will evaluate the Superintendent's performance and a written evaluation of that performance shall be given to the Superintendent. Such annual evaluations shall also include a determination of the Superintendent's attainment of the goals related to student performance and academic improvement of the schools within the district. After such evaluation, the parties shall schedule a meeting to review the evaluation and determine, if necessary, any modifications to which they may then jointly agree regarding the terms and conditions of the continued future employment of the Superintendent.

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**Goal 1:** Evaluate student performance, including but not limited to, student performance on standardized tests, successful completion of the curriculum, and attendance and drop-out rates.

**Evidence to Support Board Expectations:**

- The superintendent and/or designee will present to the Board a summary of student performance on state-mandated standardized assessments.
- The superintendent and/or designee will present to the Board a summary of student performance on locally administered assessments and standardized assessments which may include course grades.
- The superintendent and/or designee will present to the Board a summary of student attendance and drop-out rates.

**Superintendent's Evidence of Completion:**

*[The superintendent will complete a self-assessment that will include evidence of completion here.]*

**Rating for Goal 1:**

- |       |                                                                                     |
|-------|-------------------------------------------------------------------------------------|
| ___ 4 | Excellent performance, exceeds expectations                                         |
| ___ 3 | Proficient performance, meets expectations                                          |
| ___ 2 | Needs improvement, performance is inconsistent, not all parts of the goal completed |
| ___ 1 | Unsatisfactory performance, goal not completed, major improvement needed            |

**Board Comments:**

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**Goal 2:** Review the curriculum and instructional services.

**Evidence to Support Board Expectations:**

- The superintendent and/or designee will establish an Instructional Advisory Committee (IAC) that will meet regularly to review curriculum and instructional services. The (IAC) will present an annual summary to the Board.
- The superintendent and/or designee will present to the Board ongoing efforts to improve curriculum and instructional services.

**Superintendent's Evidence of Completion:**

*[The superintendent will complete a self-assessment that will include evidence of completion here.]*

**Rating for Goal 2:**

- |       |                                                                                     |
|-------|-------------------------------------------------------------------------------------|
| ___ 4 | Excellent performance, exceeds expectations                                         |
| ___ 3 | Proficient performance, meets expectations                                          |
| ___ 2 | Needs improvement, performance is inconsistent, not all parts of the goal completed |
| ___ 1 | Unsatisfactory performance, goal not completed, major improvement needed            |

**Board Comments:**

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**Goal 3:** Review school finances.

**Evidence to Support Board Expectations:**

- The superintendent and/or designee will present to the Board for its approval an annual budget.
- The superintendent and/or designee will present to the Board for its approval an annual tax levy.
- The superintendent and/or designee will provide to the Board monthly financial statements.

**Superintendent's Evidence of Completion:**

*[The superintendent will complete a self-assessment that will include evidence of completion here.]*

**Rating for Goal 3:**

- |       |                                                                                     |
|-------|-------------------------------------------------------------------------------------|
| ___ 4 | Excellent performance, exceeds expectations                                         |
| ___ 3 | Proficient performance, meets expectations                                          |
| ___ 2 | Needs improvement, performance is inconsistent, not all parts of the goal completed |
| ___ 1 | Unsatisfactory performance, goal not completed, major improvement needed            |

**Board Comments:**

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**Goal 4:** Report to the school board on his findings as to the (a) student performance and (b) his recommendations, if any, for curriculum or instructional changes as a result of his evaluation of student performance.

**Evidence to Support Board Expectations:**

- The superintendent and/or designee will present to the Board recommendations for changes to the curriculum and instructional services based on student performance data (Goal 1).

**Superintendent's Evidence of Completion:**

*[The superintendent will complete a self-assessment that will include evidence of completion here.]*

**Rating for Goal 4:**

___ 4	Excellent performance, exceeds expectations
___ 3	Proficient performance, meets expectations
___ 2	Needs improvement, performance is inconsistent, not all parts of the goal completed
___ 1	Unsatisfactory performance, goal not completed, major improvement needed

**Board Comments:**

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SUPERINTENDENT EVALUATION SUMMARY

- \_\_\_\_\_ **Goal 1:** Evaluate student performance, including but not limited to, student performance on standardized tests, successful completion of the curriculum, and attendance and drop-out rates.
- \_\_\_\_\_ **Goal 2:** Review the curriculum and instructional services.
- \_\_\_\_\_ **Goal 3:** Review school finances.
- \_\_\_\_\_ **Goal 4:** Report to the school board on his findings as to the (a) student performance and (b) his recommendations, if any, for curriculum or instructional changes as a result of his evaluation of student performance.

\_\_\_\_\_ TOTAL ; TOTAL/4=Average of \_\_\_\_\_

\_\_\_\_\_ **SUMMATIVE SCORE**

3.50-4.00	Excellent performance, exceeds expectations
2.50-3.49	Proficient performance, meets expectations
2.00-2.49	Needs improvement, performance is inconsistent, not all parts of the goal completed
≤1.99	Unsatisfactory performance, goal not completed, major improvement needed

**Commendations:**

**Areas for Growth:**

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date