Belmond-Klemme Community Schools Superintendent's Appraisal

20___ – 20___ School Year

Superintendent Dan Frazier   Date Recorded _____

Job Responsibilities and the Iowa Standards for School Leaders

For each of the statements below, check the box beneath the appropriate column:	1	2	3	4	5
1. Distinguished (Exemplary) 2. Commendable (Exceeds the Standard) 3. Competent (Meets the Standard) 4. Fair (Needs Improvement) 5. Marginal (Does Not Meet the Standard)					

Standard #1

A superintendent is an educational leader who 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)

Sample Performance Indicators	1	2	3	4	5
1.1 Sets priorities which evidence shows result in improved student achievement.	☐	☐	☐	☐	☐
1.2 Articulates a vision of high expectations for teaching and student learning, and promotes school improvement to get there.	☐	☐	☐	☐	☐
1.3 Sets an example for gathering, analyzing and using district data for decision-making.	☐	☐	☐	☐	☐

Supporting Evidence / Comments

Standard #2

A superintendent is an educational leader who 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)

Sample Performance Indicators	1	2	3	4	5
2.1 Provides leadership for annually assessing and setting priorities on student and district needs and providing structures for improvement.	☐	☐	☐	☐	☐
2.2 Uses data to determine needs and oversee provision of appropriate professional development to meet needs.	☐	☐	☐	☐	☐
2.3 Continually learning about and applying new developments in education.	☐	☐	☐	☐	☐
2.4 Provides leadership encouragement, opportunities, and structures for all staff to continually improve teaching and learning.	☐	☐	☐	☐	☐

Supporting Evidence / Comments

Standard #3

A superintendent is an educational leader who promotes the success of all students by ensuring management of the organization, operations, and resources for a safe, efficient, and effective learning environment. (Management)

Sample Performance Indicators	1	2	3	4	5
3.1 Provides direction and support for periodic review of plans, policies and procedures and their impact on student learning.	☐	☐	☐	☐	☐
3.2 Monitors distribution of district resources based on the district's school improvement plan.	☐	☐	☐	☐	☐
3.3 Evaluates performance of staff, takes appropriate follow-up action and supports improvement.	☐	☐	☐	☐	☐
3.4 Effectively manages district budget, facilities and staff in ways that maximize improved student learning.	☐	☐	☐	☐	☐

Supporting Evidence / Comments

Standard #4

A superintendent is an educational leader who 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)

Sample Performance Indicators

	1	2	3	4	5
4.1 Provides leadership for improving parent/student/ community involvement in the schools.	☐	☐	☐	☐	☐
4.2 Promotes, demonstrates, and supports clear two-way communication for district priorities at all levels of the community school district.	☐	☐	☐	☐	☐
4.3 Provides community service and leadership for developing a positive rapport between the schools and the community.	☐	☐	☐	☐	☐

Supporting Evidence / Comments

Standard #5

A superintendent is an educational leader who promotes the success of all students by acting with integrity, fairness, and in an ethical manner. (Ethics)

Sample Performance Indicators

	1	2	3	4	5
5.1 Conducts oneself in an ethical, fair, trustworthy and professional manner.	☐	☐	☐	☐	☐
5.2 Establishes practices to promote personal, physical, and emotional health.	☐	☐	☐	☐	☐
5.3 Demonstrates respect for diversity in students, staff, and programs.	☐	☐	☐	☐	☐

Supporting Evidence / Comments

Standard #6

A superintendent is an educational leader who 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)

Sample Performance Indicators	1	2	3	4	5
6.1 Serves as an articulate advocate to community and legislature for issues beneficial to improved teaching and learning.	☐	☐	☐	☐	☐
6.2 Provides leadership for defining superintendent and board roles, mutual expectations, procedures for working together, and formulating appropriate district policies.	☐	☐	☐	☐	☐
6.3 Knows and supports the district school improvement plan and accurately reports progress on goals.	☐	☐	☐	☐	☐

Supporting Evidence / Comments

Overall Standards Summary

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

Job Responsibilities:	Meets Standard	Does Not Meet Standard
Standard 1	☐	☐
Standard 2	☐	☐
Standard 3	☐	☐
Standard 4	☐	☐
Standard 5	☐	☐
Standard 6	☐	☐

Superintendent Goal Attainment

Goal One:	Goal Attainment Rating
	Exemplary – Average – Weak
	1　　2　　3　　4　　5
	☐　　☐　　☐　　☐　　☐
Supporting Evidence of Goal Attainment:	

Goal Two:	Goal Attainment Rating
	Exemplary – Average – Weak
	1　　2　　3　　4　　5
	☐　　☐　　☐　　☐　　☐
Supporting Evidence of Goal Attainment:	

Goal Three:	Goal Attainment Rating
	Exemplary – Average – Weak
	1　　2　　3　　4　　5
	☐　　☐　　☐　　☐　　☐
Supporting Evidence of Goal Attainment:	

Overall Goals Summary

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

Goals:	Satisfactory	Unsatisfactory
Goal 1	☐	☐
Goal 2	☐	☐
Goal 3	☐	☐

EVALUATOR'S COMMENTS	SUPERINTENDENT'S COMMENTS

Signatures: _____   _____
                Board President   Superintendent

Dated: _____   _____
                Board President   Superintendent