

SCORING GUIDE FOR SUPERINTENDENT EVALUATION QUESTIONS

Board, in the 5 sections below, there are a variety of options to consider for questions to include on the Supt. Evaluation survey. **Please rank ALL items in each section.**

For example: If a section has 8 questions, your favorite question you would like to include, should receive a “1”, and your least favorite, would be “8”.

Any questions, please reach out to Brie. PLEASE RETURN BY FRIDAY DEC 12TH AT THE LATEST. You can fill in below and email it back to Brie, OR, drop it off at the District Office!

Community relations:

Rank	Questions for consideration
1	The Superintendent is transparent and collaborative.
2	The Superintendent solicits the opinions of various groups and individuals.
3	The Superintendent is effective in building positive relationships.
4	The superintendent communicates effectively with the community.
5	The Superintendent works effectively with public, private and school groups.
	The Superintendent handles and solves problems effectively.
	The Superintendent is active in community life and affairs.
	The Superintendent cultivates meaningful partnerships with community leaders.

Staff and Personnel Relationships

Rank	Questions for consideration
1	The Superintendent communicates with various groups (teachers, support staff, administrators) effectively.
2	The Superintendent is approachable and open to feedback from staff.
3	The Superintendent provides clear explanations for district decisions that impact staff.
4	The Superintendent genuinely values the contributions of school employees.
5	The Superintendent treats staff with respect and professionalism.
	The Superintendent demonstrates fairness in decision-making regarding personnel.
	The Superintendent makes efforts to be visible and present in the schools and community.

Educational Leadership

Rank	Questions for Consideration
1	The Superintendent listens to staff and the community regarding instructional needs and challenges.
2	SUPT GOAL #2 Academic Achievement: The Superintendent effectively uses data to guide decisions that improve student outcomes.
3	The Superintendent is consistent and fair when enforcing district policies.
4	The Superintendent demonstrates strong conflict-resolution skills.
5	The Superintendent actively promotes high-quality curriculum and instructional standards.
	The District mission and vision align with student needs.
	The Superintendent communicates a strong focus on continuous improvement in instruction.
	The Superintendent's decisions reflect an understanding of the realities of classroom teaching.
	The Superintendent promotes a culture of high expectations for all students and staff
	The Superintendent demonstrates a commitment to equity in academic opportunities for all students.
	The Superintendent effectively uses data to guide decisions that improve student outcomes.

Business & Finance

Rank	Questions for Consideration
1	The Superintendent manages district finances in a way that maximizes efficiency and minimizes waste
2	The Superintendent demonstrates responsible financial stewardship of district funds.
3	The Superintendent ensures the district budget aligns with educational priorities and student needs.
4	The Superintendent demonstrates integrity in financial matters.
5	The Superintendent provides timely updates about major financial decisions (budget proposals, funding changes, etc..)
5	The Superintendent ensures appropriate oversight and accountability for financial operations.
5	Community and staff input is sought and valued when making facilities or financial decisions.
	The Superintendent effectively balances short-term needs with long-term financial planning.
	The Superintendent maximizes available federal, state, and local funding opportunities.
	I trust the Superintendent to make decisions that are fiscally responsible
	SUPT GOAL #1 Successfully Meet Bond Promises: The superintendent's leadership successfully delivered the results and improvements promised to the community through the bond initiative to date.

Values and Ethics of Leadership

Rank	Questions for consideration
1	SUPT GOAL #3 District Safety and Security: The overall safety climate and culture within the district and schools is strongly supported by the Supt.
2	The Superintendent follows through on commitments and keeps their word
3	The Superintendent consistently demonstrates honesty and integrity in decision-making.
4	I trust the Superintendent to act in the best in the best interest of the students and the district.
5	The Superintendent applies district policies consistently and transparently.
	The Superintendent models ethical behavior in interactions with staff, students, and community members.
	The Superintendent accepts responsibility for decisions and outcomes
	The Superintendent demonstrates courage in addressing difficult or controversial issues
	The Superintendent uses district resources responsibly and ethically.