

This document is intended to give the board some ideas for possible questions, that address the 6 areas contained within the “Superintendent Evaluation” form that has been used by FRSD in the past.

The various areas, with possible questions to consider are below.

I would suggest (although again, will defer to the board if they have other ideas), that the survey makes statements (as shown below), and then a scale is given that states the following for people to respond to.

Strongly Agree =5

Mostly Agree =4

Neutral = 3

Mostly Disagree =2

Disagree =1

Then also have one optional selection that states: I do not have information or experience to respond to this statement = (No score given and not factored in).

Whether or not those are the terms you use, up to you, but it would probably work nicely with the district form if there was a 1-5 scale, just like the district Supt. Evaluation form has.

1. Relationship with the Board

- a. Since the board won’t be doing the survey, it will be simply given to staff and the community (possibly some students), I don’t think there should be questions to those folks regarding the “board relationship”. Hopefully the board has enough info to address and respond to this area. If you for some reason the board would like the community/staff to respond to questions regarding the board/supt. relationship, then I would defer to you in regards to what those should be.

2. Community relations: (Possible questions)

- a. The superintendent communicates effectively with the community.
- b. The Superintendent is effective in building positive relationships.
- c. The Superintendent is transparent and collaborative.
- d. The Superintendent handles and solves problems effectively.
- e. The Superintendent solicits the opinions of various groups and individuals.
- f. The Superintendent is active in community life and affairs.
- g. The Superintendent works effectively with public, private and school groups.
- h. The Superintendent cultivates meaningful partnerships with community leaders.

3. Staff and Personnel Relationships

- a. The Superintendent is approachable and open to feedback from staff.
- b. The Superintendent provides clear explanations for district decisions that impact staff.
- c. The Superintendent communicates with various groups (teachers, support staff, administrators) effectively.
- d. The Superintendent treats staff with respect and professionalism.

- e. The Superintendent genuinely values the contributions of school employees.
- f. The Superintendent demonstrates fairness in decision-making regarding personnel.
- g. The Superintendent makes efforts to be visible and present in the schools and community.

4. Educational Leadership

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

5. Business and Finance

- a. The Superintendent provides timely updates about major financial decisions (budget proposals, funding changes, etc..)
- b. The Superintendent ensures the district budget aligns with educational priorities and student needs.
- c. The Superintendent demonstrates responsible financial stewardship of district funds.
- d. The Superintendent effectively balances short-term needs with long-term financial planning.
- e. The Superintendent manages district finances in a way that maximizes efficiency and minimizes waste
- f. The Superintendent ensures appropriate oversight and accountability for financial operations.
- g. Community and staff input is sought and valued when making facilities or financial decisions.
- h. The Superintendent maximizes available federal, state, and local funding opportunities.
- i. I trust the Superintendent to make decisions that are fiscally responsible
- j. The Superintendent demonstrates integrity in financial matters.

- k. 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.

6. Values and Ethics of Leadership

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