



EVALUATE
DAVIS

THE INDICATORS

for Superintendent of Schools

PLAN

- P.1 Cultivates a collaborative process through which the district vision, mission, and goals are created to meet the unique needs of students, families, staff, and communities served by Davis School District
- P.2 Utilizes data and research to anticipate emerging trends and proactively address district needs
- P.3 Plans effectively for the acquisition and efficient, equitable allocation and use of fiscal, human, and capital resources
- P.4 Develops and implements strategies for formulating policies that meet legal requirements and define organizational expectations

LEAD

- L.1 Clearly articulates and consistently communicates vision, mission, goals, and goal progress
- L.2 Maintains a focus on student learning and achievement by ensuring implementation of quality instruction, curriculum, and assessment
- L.3 Ensures quality staffing through effective hiring, induction, mentoring, training, and evaluation policies and practices
- L.4 Empowers and inspires employees to collaboratively create and implement innovative and effective programs, processes, and solutions
- L.5 Moderates the impact of external pressures and effectively moves the system through change processes
- L.6 Utilizes effective communication strategies to ensure the timely flow of information
- L.7 Advocates for legislation and state policies that support quality education

CHECK

- C.1 Checks regularly to ensure decisions, practices, policies, and resources support district vision, mission, and goals
- C.2 Monitors and ensures compliance with federal, state, local, and district laws, policies, and procedures
- C.3 Uses a wide variety of data to evaluate the effectiveness of policies, programs, and practices
- C.4 Ensures frequent feedback is provided to employees and departments for continuous improvement

ENVIRONMENT

- E.1 Is approachable, supportive, and responsive
- E.2 Ensures facilities are well-maintained, safe, and inviting
- E.3 Fosters an environment where administrators, staff, and students are positive, respectful, and understanding of individual differences
- E.4 Creates an environment of high expectations and celebrates excellence

PROFESSIONALISM

- PRO.1 Models effective interpersonal, communication, and problem-solving skills
- PRO.2 Engages in self-reflection and professional learning for continuous growth and expertise
- PRO.3 Collaborates and cultivates productive relationships with a wide variety of stakeholders to improve learning
- PRO.4 Approaches challenges and changes positively in a problem-solving manner
- PRO.5 Makes professional contributions to community, state, and the larger arena of education