



SUPERINTENDENT EVALUATION FORM

This sample superintendent evaluation template focuses on the following:

- Superintendent performance related to board expectations
- Superintendent performance related to district goals
- Superintendent performance related to professional goals
- Expectations contained within the superintendent job description

The categories described in Area A are taken from the American Association of School Administrators (AASA) Professional Standards for the Superintendency. The content within Area A lists the standards and expounds on the indicators that the school board will use to assess the performance of the superintendent.

Although AASA professional standard categories are provided, each school board—in conjunction with its superintendent—will need to develop specific expectations and indicators of success under each category.

Unified CUSD #123 Superintendent Evaluation Form

Superintendent's Name: _____

School Board Member Name: _____

Evaluation Date: _____

Directions: Please complete this evaluation form and return it to the board president for compilation.
Using your option as to the Superintendent's level of performance on these following items, circle the number which most closely corresponds to your rating.

4 = Far Exceeds Board Expectations
3 = Exceeds Board Expectations
2 = Meets Board Expectations
1 = Does not Meet Board Expectations

Area A: Board of Education Expectation for Superintendent Performance Responsibilities

The Superintendent will:

Scale:	4	3	2	1
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Leadership and District Culture

1. <i>Insert specific expectation and indicators here</i>	4	3	2	1
2.	4	3	2	1
3.	4	3	2	1

Policy and Governance

4.	4	3	2	1
5.	4	3	2	1
6.	4	3	2	1
7.	4	3	2	1
8.	4	3	2	1
9.	4	3	2	1

Communication and Community Relations

10.	4	3	2	1
11.	4	3	2	1
12.	4	3	2	1

Organizational Management

13.	4	3	2	1
14.	4	3	2	1
15.	4	3	2	1

Curriculum Planning and Development

16.	4	3	2	1
17.	4	3	2	1
18.	4	3	2	1

Instructional Leadership

19.	4	3	2	1
20.	4	3	2	1
21.	4	3	2	1

Human Resources Leadership

22.	4	3	2	1
23.	4	3	2	1
24.	4	3	2	1

Values and Ethics of Leadership

25.	4	3	2	1
26.	4	3	2	1
27.	4	3	2	1

Comments on expectations for the Superintendent:

Area B: District Goals guiding Superintendent Goals

The Superintendent will:

Scale:	4	3	2	1
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28. Insert Superintendent goals that coincide with district goals here	4	3	2	1
29.	4	3	2	1
30.	4	3	2	1
31.	4	3	2	1
32.	4	3	2	1
33.	4	3	2	1
34.	4	3	2	1
35.	4	3	2	1
36.	4	3	2	1
37.	4	3	2	1
38.	4	3	2	1
39.	4	3	2	1
40.	4	3	2	1

Insert Professional Goals:

41.	4	3	2	1
42.	4	3	2	1
43.	4	3	2	1

Comments on district and superintendent goals:

Area C: Superintendent Job Description

The Superintendent will:	Scale:	4	3	2	1
44. <i>Insert job description headings or items here</i>		4	3	2	1
45.		4	3	2	1
46.		4	3	2	1
47.		4	3	2	1
48.		4	3	2	1
49.		4	3	2	1
50.		4	3	2	1

Area D: Performance Measures from the Superintendent Contract

The Superintendent will:	Accomplished	Not Accomplished
51.		
52.		
53.		
54.		
55.		
<i>Insert performance measures here:</i>		