Illinois Association of School Boards
Lighting the Way to Excellence in School Governance

SUPERINTENDENT EVALUATION FORM

This superintendent evaluation template focuses on the superintendent's rate of progress in achieving adopted district goals. A governance team (i.e., a school board and superintendent team) should determine the appropriate focus area (e.g., Student Learning--as noted within the template).

The board and superintendent should agree in advance on indicators and measures of success. The superintendent must provide a progress report demonstrating completion or progress toward achieving each district goal prior to a school board completing the summative evaluation instrument. Note: It is not intended that evidence fit in the "small box" provided within the template section. The box is used to note the area where all evidence should be located.

A board has the option of adding expectations of the superintendent, which might not be reflected in district goals—providing the addition(s) are mutually agreed upon.

This particular template tends to be better suited for a governance team with well-established district goals and an experienced superintendent.

School District Name
Superintendent Evaluation
Date

Directions: Each question requires a comment to explain any "No" answers.

Student Learning

❑   ❑
YES NO

1.   Are students learning, growing and improving in
       student achievement?

Evidence provided by the superintendent:
Comments from Board Members:

STAFF Learning

❑   ❑
YES NO

2.   Are the staff learning, growing and improving in their ability
       to help students learn?

Evidence provided by the superintendent:
Comments from Board Members:

Financial Health

3. Are the district's finances managed in a manner that balance revenues and expenditures?

❑   ❑
YES   NO

Evidence provided by the superintendent:

Comments from Board Members:

4. Are the district's resources used effectively to enhance student learning?

❑   ❑
YES   NO

Evidence provided by the superintendent:

Comments from Board Members:

Curriculum and Instruction

5.   Are the curricular offerings appropriate for 21st century skill and disposition development and growth?

❏   ❏
YES   NO

Evidence provided by the superintendent:

Comments from Board Members:

6.   Is instruction for these 21st century skills and dispositions effective to produce student learning?

❏   ❏
YES   NO

Evidence provided by the superintendent:

Comments from Board Members:

Facilities

7. Are the facilities kept in excellent repair and working order?

❑   ❑
YES NO

Evidence provided by the superintendent:

Comments from Board Members:

❑   ❑
YES NO

8. Do the facilities add quality to the community?

Evidence provided by the superintendent:

Comments from Board Members:

Communication and Image

9. Does the community believe that the schools and school district add value to the community?

❑   ❑
YES   NO

Evidence provided by the superintendent:

Comments from Board Members:

10. Does the superintendent represent the school district in a positive manner to the school community and the public?

❑   ❑
YES   NO

Evidence provided by the superintendent

Comments from Board Members:

Messages from Board Members:

1. Accolades for the superintendent:

2. Suggestions for the superintendent:

Rating of the Superintendent:

1.	Excellent	❑
2.	Very Good	❑
*3.	Acceptable	❑
*4.	Needs improvement	❑

* Require specific explanation to help the superintendent understand why you marked this box
— and what he/she needs to do to improve.