



Superintendent Evaluation Scoring Sheet

*(The following Superintendent Evaluation
Report is in accordance with HPS Policy 1630)*

Policy No. 1630F
Board of Directors

Scoring Criteria

4 Distinguished - Demonstrates Exemplary leadership practice at the highest level through support for students, staff, and schools.

3 Proficient- Meets all expectations consistently

2 Basic – Addresses goals but performance is mediocre

1 Unsatisfactory – Fails to accomplish defined task in a manner that advances gains for students and/or schools

CRITERION 1:

Creating a Culture of Continuous Improvement: Influence, establish and sustain a district culture conducive to continuous improvement for students and staff

1.1 Develops and sustains focus on a shared mission and clear vision for improvement of learning and teaching	Rating:
	Comments:
1.2 Engages in essential conversations for ongoing improvement	Rating:
	Comments:
1.3 Facilitates collaborative processes leading toward continuous improvement	Rating:
	Comments:
1.4 Creates opportunities for shared leadership	Rating:
	Comments:
Overall Rating:	

CRITERION 2:

Managing Operations: *Lead and influence effective and efficient district operations – both divisionally (Safety & Security, Transportation, Facility Services, Athletics, and Nutrition Services) and district-wide*

2.1 Provides management oversight for physical, emotional, and intellectual safety of district students, staff, and community members	Rating:
	Comments:
2.2 Provides management oversight of a nutrition service program that promotes an effective, efficient, and appealing student meal program	Rating:
	Comments:
2.3 Provides management oversight of current capital projects	Rating:
	Comments:
2.4 Incorporates cutting-edge technologies to assist in route planning, bus location, deliveries, repairs and management of fleet and Implements technology that improves performance, functionality and supportability of district resources	Rating:
	Comments:
Overall Rating:	

CRITERION 3:

Leading with Data-Driven Decision Making: *Lead the development, implementation and evaluation of the data-driven plan for improvement of student achievement*

3.1 Analyzes and interprets multiple data sources to inform improvement efforts	Rating:
	Comments:
3.2 Implements a data-driven plan for improved teaching and learning	Rating:
	Comments:
3.3 Assists staff to use data to guide, modify and improve classroom teaching and learning and student growth	Rating:
	Comments:
Overall Rating:	

CRITERION 4:

Aligning & Improving Curriculum, Instruction and Assessment: *Lead instructional staff in aligning curriculum, instruction and assessment with state and local learning goals. Monitors implementation of the Annual Action Plan, effective instruction and assessment practices*

4.1 Aligns curricula to state and local district learning goals	Rating:
	Comments:
4.2 Aligns and monitors best instructional assessment practices with state and district learning goals	Rating:
	Comments:
4.3 Monitors systems that assist staff in implementing effective instruction and assessment practices	Rating:
	Comments:
Overall Rating:	

CRITERION 5:

Managing Human and Fiscal Resources: *Manage human and fiscal resources to accomplish student achievement goals*

5.1 Manages human resources (assignment, hiring and ongoing professional development)	Rating:
	Comments:
5.2 Manages fiscal resources	Rating:
	Comments:
5.3 Fulfills legal and policy responsibilities	Rating:
	Comments:
Overall Rating:	

CRITERION 6:

Engaging Families & Community: *Communicate and partner with school community members to promote student learning*

6.1 Communicates with community to promote learning	Rating:
	Comments:
6.2 Partners with families and school community & Community-Based Organizations	Rating:
	Comments:
6.3 Communicates information in multiple ways, through print materials, video and online, to engage all stakeholders on an ongoing basis	Rating:
Overall Rating:	

CRITERION 7:**Closing the Gap:** *Demonstrate a commitment to closing the achievement gap*

7.1 Identifies barriers to achievement and resulting gaps	Rating:
	Comments:
7.2 Demonstrates a commitment to close the achievement gap	Rating:
	Comments:
Overall Rating:	

CRITERION 8:

Fostering Productive Board- Superintendent Relations: *Collaborates with Board to advance student achievement and accomplish district goals*

8.1 Maintains defined and open lines of communication	Rating:
	Comments:
8.2 Collaborates on Board Meetings agendas that address district goals, policies, and community engagement	Rating:
	Comments:
8.3 Sets district-wide policies and goals, tied directly to the community's vision and long-range plan	Rating:
	Comments:
8.4 Acts as team to advocate for the high achievement and healthy development of all children	Rating:
	Comments:
Overall Rating	