



EVALUATE DAVIS

PLAN • TEACH • CHECK

ENVIRONMENT

PROFESSIONALISM

THE STANDARDS

for Superintendent of Schools

LEARNING FIRST!

PLAN: The effective superintendent creates a shared mission, vision, and goals to meet the unique needs of Davis District. Planning effectively requires the use of data to anticipate emerging needs and acquiring and utilizing resources equitably and efficiently. The superintendent works with the school board to formulate policies that meet legal requirements and define organizational expectations.

LEAD: The superintendent clearly communicates the vision, mission, and goals of the district in order to maintain a focus on student learning and achievement through quality instruction, curriculum, and assessment. The superintendent

works to ensure quality staffing through effective hiring, training, and evaluating, and empowers and inspires employees to be collaborative and innovative. The superintendent moderates the negative effects of external pressures and leads the system smoothly through change when needed. The effective superintendent ensures information is communicated in a timely and effective manner. He/she represents the district interests in advocating for legislation and state policies that support quality education.

CHECK: The superintendent ensures decisions, practices, policies, and resources support the district vision, mission, and goals, and assures compliance with laws and policies. The effective superintendent uses a wide variety of data to evaluate district effectiveness and ensures employees and departments receive frequent feedback for continuous improvement.

ENVIRONMENT: The effective superintendent is approachable, supportive, and responsive, and ensures the physical environment is well-maintained, safe, and inviting. He/she fosters an environment where stakeholders are positive, respectful, and understanding of individual differences. The superintendent creates an environment of high expectations, and recognizes and celebrates excellence.

PROFESSIONALISM: The superintendent models effective interpersonal, communication, and problem solving skills, approaching challenges in a positive, solution-oriented manner. The superintendent engages in regular self-reflection and learning for continuous professional growth and expertise. He/she collaborates and cultivates productive relationships to improve learning and makes contributions to community, state, and the larger arena of public education.



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