

LAMPETER-STRASBURG SCHOOL DISTRICT
Administration Building

SUPERINTENDENT EVALUATION

I. RELATIONSHIP WITH BOARD

This category evaluates the Superintendent's Relationship with the School Board. The Board's evaluation of this category should be based upon the following, but not exclusive, expectations:

- Interprets and executes the intent of Board policy.
- Keeps the Board informed on issues, needs, and operations of the School system.
- Offers professional advice and appropriate recommendations to the Board along with sufficient data and appropriate alternatives.
- Relates to the Board in an atmosphere of trust and understanding.
- Maintains an open and honest relationship with all Board members.

II. COMMUNITY RELATIONS AND COMMUNICATIONS

This category evaluates the effectiveness of the Superintendent's communications with both internal and external audiences about the operation of the School and its systems. The Board's evaluation of this category should be based upon the following, but not exclusive, expectations:

- Facilitates constructive and timely communications.
- Attends School activities and events as an opportunity to support students and engage with families and community.
- Works to achieve community understanding of educational goals.
- Works effectively with the news media.
- Provides the opportunity for the problems and opinions of individuals or groups to be expressed and understood.

III. ETHICS AND PROFESSIONALISM

This category evaluates the Superintendent's professional, moral, and ethical standards, as well as personal integrity in all interactions. The Board's evaluation of this category should be based upon the following, but not exclusive, expectations:

- Maintains high standards of ethics, honesty, and integrity in all personal and professional matters.
- Earns respect and recognition from professional colleagues.
- Exercises good judgment in decision making.
- Writes clearly and concisely.
- Speaks well and effectively before groups of all sizes.
- Seeks and participates in a professional development curriculum designed to enhance overall effectiveness in School District management.

IV. MANAGEMENT AND DECISION MAKING

This category evaluates the Superintendent's management of the resources for a safe, efficient, and effective learning environment. The Board's evaluation of this category should be based upon the following, but not exclusive, expectations:

- Evaluates educational needs and translates them into financial recommendations.
- Develops and executes sound personnel procedures and practices.
- Provides an effective investment program for School District funds and monitors the budget effectively.
- Supervises operations, insisting on competent and efficient performance.
- Exercises good judgment in decision making.

V. EDUCATION PLANNING AND ASSESSMENT

This category evaluates the Superintendent's educational leadership. The Board's evaluation of this category should be based upon the following, but not exclusive, expectations:

- Monitors, evaluates, and implements the effectiveness of curriculum, instruction, and assessment.
- Delegates appropriately to encourage the improvement of staff.
- Understands and remains informed on all aspects of instructional program.
- Works with staff to identify and implement educational objectives.
- Systematically and fairly recognizes and celebrates accomplishments of staff and students.