

SUPERINTENDENT EVALUATION

This evaluation is based on consideration of the following:

- I. Accomplishments pertaining to District priorities as reflected in the board-approved strategic plan and vision cards and annual superintendent goals
- II. Performance of responsibilities as outlined in the superintendent job description
- III. Performance in response to key, unanticipated challenges occurring during the past year

DIRECTIONS: Please review the strategic plan and vision cards, superintendent goals, and superintendent's job description prior to completing this form. For each item, circle the number corresponding with the statement that best represents your assessment of the superintendent's performance during the past year. Record any comments to the right of each item.

AREAS FOR EVALUATION	COMMENTS
<p>I. ACCOMPLISHMENTS RELATIVE TO BOARD-APPROVED STRATEGIC PLAN AND ANNUAL SUPERINTENDENT GOALS</p> <ul style="list-style-type: none"> 1. Indicates improvement needed. 2. Indicates meets expectations. 3. Indicates exceeds expectations. UA. Unable to answer. 	
<p>II. PERFORMANCE OF RESPONSIBILITIES AS OUTLINED IN THE SUPERINTENDENT'S JOB DESCRIPTION</p> <p><i>A. Leadership and Board Relations</i></p> <ul style="list-style-type: none"> 1. Indicates improvement needed. 2. Indicates meets expectations. 3. Indicates exceeds expectations. UA. Unable to answer. 	
<p><i>B. Management and Planning</i></p> <ul style="list-style-type: none"> 1. Indicates improvement needed. 2. Indicates meets expectations. 3. Indicates exceeds expectations. UA. Unable to answer. 	

AREAS FOR EVALUATION	COMMENTS
<p><i>C. Educational Programs and Services</i></p> <ol style="list-style-type: none"> 1. Indicates improvement needed. 2. Indicates meets expectations. 3. Indicates exceeds expectations. <p>UA. Unable to answer.</p>	
<p><i>D. Asset Management and Resource Utilization</i></p> <ol style="list-style-type: none"> 1. Indicates improvement needed. 2. Indicates meets expectations. 3. Indicates exceeds expectations. <p>UA. Unable to answer.</p>	
<p><i>E. Organizational Structure – Human Resources - Staff Development</i></p> <ol style="list-style-type: none"> 1. Indicates improvement needed. 2. Indicates meets expectations. 3. Indicates exceeds expectations. <p>UA. Unable to answer.</p>	
<p><i>F. Support Operations (e.g. Facilities, Nutrition Services, Technology and Transportation)</i></p> <ol style="list-style-type: none"> 1. Indicates improvement needed. 2. Indicates meets expectations. 3. Indicates exceeds expectations. <p>UA. Unable to answer.</p>	

AREAS FOR EVALUATION	COMMENTS
<p><i>G. Communications and School/Community Relations</i></p> <ol style="list-style-type: none"> 1. Indicates improvement needed. 2. Indicates meets expectations. 3. Indicates exceeds expectations. <p>UA. Unable to answer.</p>	
<p><i>H. Professional Growth and Development</i></p> <ol style="list-style-type: none"> 1. Indicates improvement needed. 2. Indicates meets expectations. 3. Indicates exceeds expectations. <p>UA. Unable to answer.</p>	
<p>III. PERFORMANCE IN RESPONSE TO KEY, UNANTICIPATED CHALLENGES OCCURRING DURING THE PAST YEAR</p> <ol style="list-style-type: none"> 1. Indicates improvement needed. 2. Indicates meets expectations. 3. Indicates exceeds expectations. <p>UA. Unable to answer.</p>	

ADDITIONAL COMMENTS (Use reverse side if needed):

Board Member Submitting Form _____ Date _____

Independent School District 280
Richfield, Minnesota

SUPERINTENDENT EVALUATION SUMMARY

The Board Chairperson will complete this evaluation summary following Board review and discussion of the Superintendent evaluations completed by each Board member.

KEY STRENGTHS:

SUGGESTED AREAS FOR GROWTH:

INCENTIVE PAYMENT: _____

Based on the Board's overall assessment of the superintendent's performance in the three broad areas included in this evaluation form, along with examination of superintendent goals including student achievement, incentive pay may be granted according to the parameters defined in the superintendent's contract.

School Board Chair _____ Date _____