

PHOENIX-TALENT SCHOOL DISTRICT EVALUATION FOR SUPERINTENDENT

Date: _____

PLANNING AND GOVERNANCE

<u>Rating</u>	<u>4-Exceptional</u>	<u>3-Outstanding</u> Provides leadership and vision in developing mission and goals	<u>2-Needs Improvement</u> Initiates planning at the request of the Board (Requires written comment)	<u>1-Ineffective</u> Does not look to the future (Requires written comment)
<u>Rating</u>	<u>4-Exceptional</u>	<u>3-Outstanding</u> Offers strategies to Board based on sound research and study	<u>2-Needs Improvement</u> Gives recommendations upon request (Requires written comment)	<u>1-Ineffective</u> Gives poor or limited advice when asked (Requires written comment)
<u>Rating</u>	<u>4-Exceptional</u>	<u>3-Outstanding</u> Assures that Board policies are updated, reviewed and followed	<u>2-Needs Improvement</u> Reviews Board policies as needed, but without foresight (Requires written comment)	<u>1-Ineffective</u> Rarely reviews policies and does not discuss them (Requires written comment)
<u>Rating</u>	<u>4-Exceptional</u>	<u>3-Outstanding</u> Treats all Board members with equal respect; communication is thorough and timely	<u>2-Needs Improvement</u> Communication is frequent, but some subjects require more depth (Requires written comment)	<u>1-Ineffective</u> Communication with the Board is infrequent, regardless of topic (Requires written comment)
<u>Rating</u>	<u>4-Exceptional</u>	<u>3-Outstanding</u> Sets and meets personal goals, relating them to District objectives	<u>2-Needs Improvement</u> Sets realistic goals, but has sporadic results in achievement (Requires written comment)	<u>1-Ineffective</u> Goals, if set, are unrealistic (Requires written comment)
<u>Rating</u>	<u>4-Exceptional</u>	<u>3-Outstanding</u> Is responsive to Board direction and follows through with Board recommendations	<u>2-Needs Improvement</u> Listens to Board direction, but follow-up is inconsistent (Requires written comment)	<u>1-Ineffective</u> Ignores most or all of Board requests (Requires written comment)

Additional Comments:

MANAGEMENT OF THE DISTRICT

<u>Rating</u>	<u>4-Exceptional</u>	<u>3-Outstanding</u> Understands all aspects of the District operations and services	<u>2-Needs Improvement</u> Understands most areas of District operations and services (Requires written comment)	<u>1-Ineffective</u> Is surprised with the complexity of some operations and services (Requires written comment)
<u>Rating</u>	<u>4-Exceptional</u>	<u>3-Outstanding</u> Budgets appropriately, understands the process, and promotes fiscal responsibility	<u>2-Needs Improvement</u> Finds budgetary process unduly complex, and is unclear on District's financial direction (Requires written comment)	<u>1-Ineffective</u> Overwhelmed with the budget process and unable to delegate (Requires written comment)
<u>Rating</u>	<u>4-Exceptional</u>	<u>3-Outstanding</u> Promotes a team concept throughout the District that is understood by all	<u>2-Needs Improvement</u> Leadership roles are clear, but sometimes messages become diluted (Requires written comment)	<u>1-Ineffective</u> There is a large disparity of goals at various levels in the District (Requires written comment)
<u>Rating</u>	<u>4-Exceptional</u>	<u>3-Outstanding</u> Has provided leadership and vision in completion of the special projects	<u>2-Needs Improvement</u> Pays limited attention to details in special projects, but is actively involved (Requires written comment)	<u>1-Ineffective</u> Is not involved in the project's process and is unaware of progress (Requires written comment)
<u>Rating</u>	<u>4-Exceptional</u>	<u>3-Outstanding</u> Deals with difficult issues or complex issues effectively at all levels through research and proper methodology	<u>2-Needs Improvement</u> Seeks solutions to difficult issues, but the response is widely perceived as inadequate (Requires written comment)	<u>1-Ineffective</u> Difficult issues linger through inaction and/or inappropriate response (Requires written comment)
<u>Rating</u>	<u>4-Exceptional</u>	<u>3-Outstanding</u> Motivates staff at a high level to accomplish District goals	<u>2-Needs Improvement</u> Motivates occasionally, accomplishing most District goals (Requires written comment)	<u>1-Ineffective</u> Is not an effective motivator of staff (Requires written comment)
<u>Rating</u>	<u>4-Exceptional</u>	<u>3-Outstanding</u> Fully understands the complexities of ESEA and other federal and state regulations. Has plans to assure that building and district goals are consistent	<u>2-Needs Improvement</u> Deals effectively with new regulations and statutes on an "as needed" basis. (Requires written comment)	<u>1-Ineffective</u> Is overwhelmed by government mandated policies and unwilling to address resolutions (Requires written comment)

Additional Comments:

COMMUNICATION

<u>Rating</u>	<u>4-Exceptional</u>	<u>3-Outstanding</u> Is an appropriate voice for the District with the media and the community	<u>2-Needs Improvement</u> Is available to the public, but could be more assertive in delivering the District's message (Requires written comment)	<u>1-Ineffective</u> Displays an unresponsive image to the public (Requires written comment)
<u>Rating</u>	<u>4-Exceptional</u>	<u>3-Outstanding</u> Written communication skills are distinguished by originality and clarity	<u>2-Needs Improvement</u> Writes infrequently, but is able to get the point across (Requires written comment)	<u>1-Ineffective</u> Writing skills are undeveloped and confusing (Requires written comment)
<u>Rating</u>	<u>4-Exceptional</u>	<u>3-Outstanding</u> Has dealt efficiently with local legislators to deliver educational messages. Prioritizes messages for content and relevance.	<u>2-Needs Improvement</u> Should take a more proactive role communicating with politicians locally, in Salem and in Washington D.C. (Requires written comment)	<u>1-Ineffective</u> Does not spend time with outside interests on political topics (Requires written comment)
<u>Rating</u>	<u>4-Exceptional</u>	<u>3-Outstanding</u> Recognizes that listening is vital to effective communication and is perceived by all as a good listener	<u>2-Needs Improvement</u> Listens to some, but is occasionally distracted (Requires written comment)	<u>1-Ineffective</u> Seldom pays attention to the messages of others (Requires written comment)
<u>Rating</u>	<u>4-Exceptional</u>	<u>3-Outstanding</u> Assures that all communication is timely and relevant	<u>2-Needs Improvement</u> Sometimes fails to properly prioritize critical announcements, but is generally proficient (Requires written comment)	<u>1-Ineffective</u> Most information is disjointed and late (Requires written comment)
<u>Rating</u>	<u>4-Exceptional</u>	<u>3-Outstanding</u> Oral communication skills are clear, focused and passionate	<u>2-Needs Improvement</u> Is easy to understand, but spends some time in clarification (Requires written comment)	<u>1-Ineffective</u> Wastes time restating relatively simple points; is unable to communicate (Requires written comment)

Additional Comments:

PERSONAL QUALITIES

<u>Rating</u>	<u>4-Exceptional</u>	<u>3-Outstanding</u> Properly handles pressure and maintains poise in demanding situations	<u>2-Needs Improvement</u> Occasionally demonstrates poor judgment in stressful times (Requires written comment)	<u>1-Ineffective</u> Is sometimes unprofessional and detrimental to the District (Requires written comment)
<u>Rating</u>	<u>4-Exceptional</u>	<u>3-Outstanding</u> Is committed to the highest ethical standards in professional and personal life	<u>2-Needs Improvement</u> Is willing to compromise standards for professional or personal gain (Requires written comment)	<u>1-Ineffective</u> Integrity is frequently in question (Requires written comment)
<u>Rating</u>	<u>4-Exceptional</u>	<u>3-Outstanding</u> Recognizes the need for ongoing training and promotes this ideal to all District employees	<u>2-Needs Improvement</u> Promotes training for only management level positions (Requires written comment)	<u>1-Ineffective</u> Accepts mediocrity and constancy (Requires written comment)
<u>Rating</u>	<u>4-Exceptional</u>	<u>3-Outstanding</u> Is decisive and in an appropriate way; generally exercises good judgment	<u>2-Needs Improvement</u> Thoughtful, but may focus on irrelevant factors (Requires written comment)	<u>1-Ineffective</u> Decisions are sometimes slow and misguided (Requires written comment)
<u>Rating</u>	<u>4-Exceptional</u>	<u>3-Outstanding</u> Has earned the respect of all through the right balance of delegation and leadership	<u>2-Needs Improvement</u> Is highly regarded in most areas (Requires written comment)	<u>1-Ineffective</u> Is respected by very few (Requires written comment)

Additional Comments: