

St. Anthony-New Brighton
Evaluation of the Superintendent
2024-2025

EVALUATION OF THE SUPERINTENDENT
St Anthony - New Brighton

DIRECTIONS FOR COMPLETING THE ATTACHED EVALUATION

Please place an “x” in the appropriate performance score with 10 being the most skilled and 1 being the least skilled. A score of 1 indicates the performance of this behavior is essentially poor, a 10 indicates exceptional performance. (If you lack sufficient knowledge to evaluate an area, or if it is not applicable, please select “N” for that competency.)

How well does this person perform this competency? Please use the following scale for your evaluation:

- (9-10) An Outstanding Skill**
This superintendent consistently exceeds behavior and skills expectations in this area.
- (7-8) A Strength**
The superintendent meets most and exceeds some of the behavior and skills expectations in this area.
- (5-6) Average, Meets Expectations**
The superintendent meets a majority of the behavior and skills expectations in this area.
- (3-4) Not a Strength**
The superintendent meets some behavior and skills expectations in this area but sometimes falls short.
- (1-2) Least Skilled**
The superintendent consistently fails to reach behavior and skills expectations in this area.
- (N) “Not Applicable” or “Not Observed”**

LEADERSHIP

1. Implementation of Vision and Mission

Communicates and uses the district's mission and vision to develop and implement strategies for student achievement.

N	1	2	3	4	5	6	7	8	9	10

2. Leads by Example

Has high expectations for self and displays genuine care for all students and staff. Models ethical and moral leadership.

N	1	2	3	4	5	6	7	8	9	10

3. Promotes High Standards

Establishes and communicates goals and high expectations of staff and provides support to accomplish them.

N	1	2	3	4	5	6	7	8	9	10

4. Maximizes Effectiveness of Staff and Administrators

Recognizes, cultivates, and utilizes others' strengths; appropriately delegates responsibility and authority.

COMMENTS:

4. Financial Integrity and Asset Protection

Ensures there are appropriate financial controls to safeguard district assets.

N	1	2	3	4	5	6	7	8	9	10

COMMENTS:

BOARD RELATIONS

1. Board Meetings

Works with the Board Chair to plan, develop & prepare agendas for board meetings. Is receptive to board input.

N	1	2	3	4	5	6	7	8	9	10

2. Roles, Responsibilities & Relationships

Models adherence to established Superintendent and Board roles. Supports and maintains professional working relationships among board members. Engages in respectful discussion.

N	1	2	3	4	5	6	7	8	9	10

3. Information for Decision Making

Ensures meeting materials are comprehensive, with adequate background information. Offers thorough, timely, and prudent recommendations based on study and analysis.

N	1	2	3	4	5	6	7	8	9	10

4. Board Information

Answers Board questions or concerns thoroughly to ensure understanding in a timely manner. Keeps the Board informed about matters that may be sensitive or controversial within the community.

N	1	2	3	4	5	6	7	8	9	10

COMMENTS:

4. Staff Development

Ensures comprehensive staff professional development to meet district goals and increase student achievement.

N	1	2	3	4	5	6	7	8	9	10

5. Positive Culture

Develops and supports open, productive, caring and trusting relationships with and among staff. Encourages and facilitates collaboration.

N	1	2	3	4	5	6	7	8	9	10

COMMENTS:

4. Advocacy

Communicates clearly and forcefully the needs of the school district. Works with the Board and staff to build relationships with government officials to promote students' interests.

N	1	2	3	4	5	6	7	8	9	10

5. Public Relations

Develops positive public relations. Maintains professionalism, applies communication skills to promote and strengthen support of the school district.

N	1	2	3	4	5	6	7	8	9	10

COMMENTS:

PERSONNEL/ORGANIZATIONAL MANAGEMENT

1. Hiring and Promotion

Recommends staffing and promotions; cultivates personnel growth; and monitors results.

N	1	2	3	4	5	6	7	8	9	10

2. Evaluates Performance

Sets goals, monitors, and evaluates performance of key team members.

N	1	2	3	4	5	6	7	8	9	10

3. Labor Relations

Participates in the development of labor relations strategies; assists with labor contract negotiations; interprets and enforces contract language.

N	1	2	3	4	5	6	7	8	9	10

4. Organizational Development

Creates organizational models which maximize team members' strengths; seeks input from all involved and takes into account relevant information to achieve goals.

N	1	2	3	4	5	6	7	8	9	10

COMMENTS:

STUDENT SUPPORT

1. Student Engagement and Feedback

Empowers staff to cultivate and reinforce student engagement in school. Actively seeks student input.

N	1	2	3	4	5	6	7	8	9	10

2. Support for Students

Provides equitable systems of academics, supports, services, extracurricular activities, and accommodations to meet the range of students' learning needs. Ensures coordination and alignment of supports. Maintains a safe, caring, healthy, respectful, and inclusive learning environment for students.

N	1	2	3	4	5	6	7	8	9	10

3. School District Culture

Develops and supports open, productive, caring and trusting school culture among students.

N	1	2	3	4	5	6	7	8	9	10

4. School Safety and Security:

Ensures a system-wide plan is maintained and implemented to assure all school district buildings and grounds are safe and secure. Collaborates with local law enforcement and fire prevention agencies. Ensures use of effective crisis management strategies, monitors for effectiveness.

N	1	2	3	4	5	6	7	8	9	10

5. Social and Emotional Health Needs

Ensures system-wide infrastructure is in place to provide a healthy school and work environment, and to address social and emotional needs of students. Implements policies prohibiting bullying and harassment as intended and evaluates on an ongoing basis.

N	1	2	3	4	5	6	7	8	9	10

COMMENTS: