EXHIBIT-2123

SUPERINTENDENT EVALUATION TOOL

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Locate the description that best describes the performance of the Superintendent during the current evaluation period. Do not consider any half-ratings. Identify the description of performance for each theme the Superintendent has fully met during the cycle under review.

Theme	Unsatisfactory	Developing/Basic	Proficient	Distinguished
District Vision Vision-Directed Planning	The Superintendent has not implemented the District Vision that Wrangell Public Schools graduates students who are resilient, innovative and prepared for their future.	The Superintendent is leading an emerging District Vision that Wrangell Public Schools graduates students who are resilient, innovative and prepared for their future.	Multiple indicators demonstrate that the Superintendent is leading the District Vision that Wrangell Public Schools graduates students who are resilient, innovative and prepared for their future.	Significant evidence from multiple indicators suggests that stakeholders system-wide have implemented the District Vision that Wrangell Public Schools graduates students who are resilient, innovative and prepared for their future. .
Evidence for rating				
Rationale for rating				
Commendations				
Suggestions for growth				

Theme	Unsatisfactory	Developing/Basic	Proficient	Distinguished
Strategic Goal #1 Student Learning	The Superintendent has failed to develop plans to ensure all students acquire the core and basic knowledge and skills essential for success in school for overall student performance and each reportable demographic subgroup.	The Superintendent has developed plans to ensure all students acquire the core and basic knowledge and skills essential for success in school for overall student performance and each reportable demographic subgroup.	The Superintendent has ensured that most students have acquired the core and basic knowledge and skills essential for success in school for overall student performance and each reportable demographic subgroup.	The Superintendent has ensured that all students have acquired the core and basic knowledge and skills essential for success in school for overall student performance and each reportable demographic subgroup.
Evidence for rating				
Rationale for rating				
Commendations				
Suggestions for growth				
Strategic Goal #2: Stakeholder Satisfaction	The District is failing to make progress toward its' measureable goals for stakeholder satisfaction	The Superintendent has plans in place, and the District is beginning to move toward its' measureable goals for stakeholder satisfaction.	Key indicators are trending upward, and plans are implemented for its' measureable goals for stakeholder satisfaction	All necessary systems are implemented and significant and sustained progress is shown toward its' measureable goals for stakeholder satisfaction.
Evidence for rating				
Rationale for rating				
Commendations				
Suggestions for growth				

Theme	**Unsatisfactory**	**Developing/Basic**	**Proficient**	**Distinguished**
Strategic Goal #3: Employee Development	The District is failing to make progress toward its' measureable goals for employee development.	The Superintendent has plans in place, and the District is beginning to move toward its' measureable goals for employee development.	Key indicators are trending upward, and plans are implemented for its' measureable goals for employee development	All necessary systems are implemented and significant and sustained progress is shown toward its' measurable goals for employee development.
Evidence for rating				
Rationale for rating				
Commendations				
Suggestions for growth				
Strategic Area #4: Administrative Support Systems	The District is failing to make progress toward its' measureable goals for administrative support system.	The Superintendent has plans in place, and the District is beginning to move toward its' measureable goals for administrative support system.	Key indicators are trending upward, and plans are implemented for its' measureable goals for administrative support system.	All necessary systems are implemented and significant and sustained progress toward its' measureable goals for administrative support system.
Evidence for rating				
Rationale for rating				
Commendations				
Suggestions for growth				

Theme	Unsatisfactory	Developing/Basic	Proficient	Distinguished
Educational Community Engagement	The District has not improved in being seen as a good steward of community and district resources, and facilities do not meet student and community needs. The district has not improved as a source of community pride.	The District has plans in place to improve being seen as a good steward of community and district resources, and facilities that meet student and community needs. The district has plans in place to improve as a source of community pride.	The District has improved in being seen as a good steward of community and district resources, and facilities do not meet student and community needs. The district has improved as a source of community pride.	The District is seen as a good steward of community and district resources, and facilities do not meet student and community needs. The district is as a source of community pride.
Evidence for rating				
Rationale for rating				
Commendations				
Suggestions for growth				
Effective Leadership	Leadership is not aligned with best practice and current research; significant improvement in student outcomes is not evident.	Support strategies are in place to ensure improvement in leadership aligned with best practice and current research, resulting in significant improvement in student outcomes.	Leadership is aligned with best practice and current research; significant improvement in most student outcomes is evident.	Leadership is aligned with best practice and current research; significant improvement in all student outcomes is evident.
Evidence for rating				
Rationale for rating				
Commendations				
Suggestions for growth				

Theme	**Unsatisfactory**	**Developing/Basic**	**Proficient**	**Distinguished**
Using Data for Continuous Improvement	The Superintendent has failed to devise tracking and reporting protocols that support strategic decision-making and guide decision-making throughout the District.	The Superintendent has devised tracking and reporting protocols that support strategic decision-making and guide decision-making throughout the District.	The Superintendent has implemented tracking and reporting protocols that support strategic decision-making and continuous improvement throughout the District.	Multiple indicators demonstrate the successful, system-wide application of the Superintendent's tracking and reporting protocols. There is district wide support for application of the tracking and reporting protocols, and evidence suggests they are helping drive continuous improvement throughout the District.
Evidence for rating				
Rationale for rating				
Commendations				
Suggestions for growth				

Theme	**Unsatisfactory**	**Developing/Basic**	**Proficient**	**Distinguished**
Cultural Responsiveness	The Superintendent fails to initiate priorities, programs, and practices that recognize the community's diversity within the District structure and in their interactions with the community.	The Superintendent causes the initiation of priorities, programs, and practices that recognize the community's diversity within the District structure and in their interactions with the community.	Evidence demonstrates that Superintendent initiated priorities, programs, and practices that recognize the community's diversity within the District structure and in his interactions with the community are effectively improving community relationships and student outcomes.	The Superintendent's leadership through initiated priorities, programs, and practices that recognize the community's diversity within the District structure and in his interactions with the community are having widespread, systemic influence throughout the District that is evidenced by multiple indicators of improved relationships and inclusive practice among administrators and staff.
Evidence for rating				
Rationale for rating				
Commendations				
Suggestions for growth				

Theme	Unsatisfactory	Developing/Basic	Proficient	Distinguished
Climate	The Superintendent fails to cause conditions, procedures, or decisions, which support student achievement or which are safe, dignified, equitable, non-discriminatory, and non-intrusive in their interactions.	The Superintendent causes conditions, procedures, and decisions, which support student achievement and are safe, dignified, equitable, non-discriminatory, and non-intrusive in their interactions.	Evidence suggests the Superintendent's leadership is causing conditions, procedures, and decisions, which support student achievement and are safe, dignified, equitable, nondiscriminatory, and non-intrusive district wide.	Multiple indicators demonstrate that the Superintendent's leadership has promoted conditions, procedures, and decisions, which support student achievement and are safe, dignified, equitable, nondiscriminatory, and non-intrusive throughout the District.
Evidence for rating				
Rationale for rating				
Commendations				
Suggestions for growth				
Learning Organization	The Superintendent has failed to accomplish the district's mission, improve the reputation and be perceived as a trusted steward of the community's resources, & meet the Board's organizational development standards.	The Superintendent has developed plans to accomplish the district's mission, improve the reputation and be perceived as a trusted steward of the community's resources, & meet the Board's organizational development standards.	The Superintendent has implemented plans to accomplish the district's mission, improve the reputation and be perceived as a trusted steward of the community's resources, & meet the Board's organizational development standards.	The Superintendent has accomplished the district's mission, improved the reputation and is perceived as a trusted steward of the community's resources, and met most of the Board's organizational development standards.
Evidence for rating				
Rationale for rating				
Commendations				
Suggestions for growth				

Theme	Unsatisfactory	Developing/Basic	Proficient	Distinguished
Systems Thinking	The Superintendent has failed to work collaboratively, demonstrate strategic thinking, and articulate the effects of decisions throughout the system, including potential unintended consequences.	The Superintendent works collaboratively, demonstrates strategic thinking, and articulates the effects of decisions throughout the system, including potential unintended consequences.	Multiple indicators suggest that recommendations and decisions of the Superintendent illustrate collaboration with other organizations, identification of unintended consequences, and solutions that minimize negative effects in most areas of the District.	All available indicators demonstrate that the District is moving toward long-term improvement. Due to the Superintendent's leadership, recommendations and decisions throughout the District continually support the long-term and systemic growth of the District.
Evidence for rating				
Rationale for rating				
Commendations				
Suggestions for growth				

Theme	Unsatisfactory	Developing/Basic	Proficient	Distinguished
Innovation and Creativity	The Superintendent fails to collaborate with stakeholders and foster or incorporate innovation and creativity throughout the District.	The Superintendent collaborates with stakeholders and fosters and incorporates innovation and creativity throughout the District.	Multiple indicators demonstrate that the Superintendent collaborates with stakeholders in ways that foster, inspire and incorporate innovation and creativity throughout the District.	The Superintendent has led a culture of innovation and creativity throughout the District. Coalitions of likely and unlikely partners have formed to generate solutions, and the Superintendent's leadership has created a systemic acceptance and consideration for risk taking that supports continuous District improvement.
Evidence for rating				
Rationale for rating				
Commendations				
Suggestions for growth				

Theme	Unsatisfactory	Developing/Basic	Proficient	Distinguished
Board/Superintendent Relationship	The Superintendent fails to communicate effectively to inform the Board of critical information in a timely fashion to allow for informed oversight.	The Superintendent sometimes communicates effectively to inform the Board of critical information in a timely fashion to allow for informed oversight.	The Superintendent typically demonstrates communication to effectively inform the Board of critical information in a timely fashion to allow for informed oversight.	Multiple indicators suggest the Superintendent has continuously communicated effectively to inform the Board of critical information in a timely fashion to allow for informed oversight.
Evidence for rating				
Rationale for rating				
Commendations				
Suggestions for growth				

Theme	Unsatisfactory	Developing/Basic	Proficient	Distinguished
Budgeting and Financial Accountability	The Superintendent has failed to ensure that financial planning for any fiscal year or the remaining part of any fiscal year aligns with and provides focused support for the District Mission, Vision, and Strategic Plan Goals, protects against fiscal jeopardy, and is derived from a multi-year plan.	The Superintendent ensures that financial planning for any fiscal year or the remaining part of any fiscal year aligns with and provides focused support for the District Mission, Vision, and Strategic Plan Goals, protects against fiscal jeopardy, and is derived from a multi-year plan.	The Superintendent demonstrates continuous improvement in ensuring that financial planning for any fiscal year or the remaining part of any fiscal year aligns with and provides focused support for District Mission, Vision, and Strategic Plan Goals, protects against fiscal jeopardy, and is derived from a multi-year plan.	Multiple indicators suggests the Superintendent has ensured that systemic improvement in financial planning for any fiscal year or the remaining part of any fiscal year aligns with and provides focused support for the District Mission, Vision, and Strategic Plan Goals, protects against fiscal jeopardy, and is derived from a multi-year plan.
Evidence for rating				
Rationale for rating				
Commendations				
Suggestions for growth				

Signature of Superintendent _____ Date _____

Signature School Board President _____ Date _____

Adopted: March 21, 2016
Revised: October 8, 2018
Reviewed: September 18, 2022
Reviewed: February 20, 2023
Revised: May 20, 2024