Superintendent Performance Evaluation Form

2025 – 2026

Using the ratings described below, place an "X" in the appropriate box indicating the superintendent's performance in each area.	**Distinguished**	**Proficient**	**Needs Improvement**	**Failing**
PERFORMANCE GOAL #1: The Superintendent will develop and consistently reinforce a positive culture for learning at the classroom, building, district, and community level.	X			
PERFORMANCE GOAL #2: The Superintendent will work to provide a school environment for staff, teachers, students and families that are inviting, accessible, safe and secure.	X	X		
PERFORMANCE GOAL #3: The Superintendent will evaluate the organizational structure of the school district and make recommendations for right-sizing the district strategically and financially while enhancing student opportunities.	X			
PERFORMANCE GOAL #4: The superintendent will demonstrate fiscal responsibility through thoughtful and consistent oversight of budget development, implementation of appropriate systems, and effective program evaluation.	X			X
PERFORMANCE GOAL #5: The Superintendent will create a climate that stimulates and supports professional growth and improvement of all staff. Professional development will be developed and provided to staff and in-service opportunities will be developed for all staff that promotes research on how students learn, classroom management, equity, cultural proficiency, emerging technology tools for education and new curriculum.		X		
PERFORMANCE GOAL #6: The Superintendent communicates with and engages the staff, the Board, and members of the community, clearly articulating District goals and priorities, addressing local and broader issues affecting the District, and building support for District initiatives, programs and short/long-range plans. The Superintendent provides leadership in communicating with the general public those positive activities, programs, accomplishments, and district improvements to increase community awareness and understanding.	X	X		

Comments:

Key Terms:

Distinguished:	Performance is exceptional on a regular or continuous basis; outperforms relative to minimum expectations.
Proficient:	Performance is adequate, meeting or occasionally exceeding standards or expectations generally associated with performance.
Needs Improvement:	Fails to meet several expectations associated with assigned task, targeted goal, or professional competencies.
Failing:	Fails to meet goal.