Administration
300 Series

SUPERINTENDENT
Summative Evaluation Form
Code No. 302.5E1

Superintendent: _____

Evaluator(s): _____

Directions:
In the narrative under each standard the superintendent should discuss evidence that addresses each criterion, and provide a reflection related to the standard as a whole.

1. **A superintendent in the Edgewood-Colesburg School District promotes the success of all students by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the school community (Shared Vision).**
   The superintendent:
      a. In collaboration with others, uses appropriate data to establish rigorous, concrete goals in the context of student achievement and instructional programs.
      b. Uses research and/or best practice in improving the educational program.
      c. Articulates and promotes high expectations for teaching and learning.
      d. Aligns and implements the educational programs, plans, actions, and resources with the district's vision and goals.
      e. Provides leadership for major initiatives and change efforts.
      f. Communicates effectively to various stakeholders regarding progress with school improvement plan goals.

Evidence:

Reflection:

Evaluator Comments:

Circle one: **Meets Standard**   **Does Not Meet Standard**

2. **A superintendent in the Edgewood-Colesburg School District promotes the success of all students by advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff professional development (Culture of Learning).**

The superintendent:

   a. Provides leadership for assessing, developing, and improving climate and culture.
   b. Systematically and fairly recognizes and celebrates accomplishments of staff and students.
   c. Provides leadership, encouragement, opportunities, and structure for staff to continually design more effective teaching and learning experiences for all students.
   d. Monitors and evaluates the effectiveness of curriculum, instruction, and assessment.
   e. Evaluates staff and provides ongoing coaching for improvement.
   f. Ensures staff members have professional development that directly enhances their performance and improves student learning.
   g. Uses current research and theory about effective schools and leadership to develop his/her professional growth plan.
   h. Promotes collaboration with all stakeholders.
   i. Is easily accessible and approachable to all stakeholders.
   j. Is highly visible and engaged in the school community.
   k. Articulates the desired school culture.

Evidence: **Reflections:**   **Evaluator Comments:**

Circle one: **Meets Standard**   **Does Not Meet Standard**

3. **A superintendent in the Edgewood-Colesburg School District promotes the success of all students by ensuring management of the organization, operations, and resources for a safe, efficient, and effective learning environment (Management).**

The superintendent:

   a. Complies with state and federal mandates and local board policies.
   b. Recruits, selects, inducts, and retains staff to support quality instruction.
   c. Addresses current and potential issues in a timely manner.
   d. Manages fiscal and physical resources responsibly, efficiently, and effectively.

    e. Protects instructional time by designing and managing operational procedures to maximize learning.
    f. Communicates effectively with both internal and external audiences about the operations of the school.

Evidence:

Reflections:

Evaluator Comments:

Circle one: **Meets Standard**   **Does Not Meet Standard**

4. **A superintendent in the Edgewood-Colesburg School District promotes the success of all students by collaborating with families and community members, responding to diverse community interests and needs and mobilizing community resources (Family and Community).**
The superintendent:
    a. Engages family and community by promoting shared responsibility for student learning and support of the educational system.
    b. Promotes and supports a structure for family and community involvement in the educational system.
    c. Facilitates the connections of students and families to the health and social services that support a focus on learning.
    d. Collaboratively establishes a culture that welcomes and honor families and community and seeks ways to engage them in student learning.

Evidence:

Reflections:

Evaluator Comments:

Circle One: **Meets Standard**   **Does Not Meet Standard**

5. **A superintendent in the Edgewood-Colesburg School District promotes the success of all students by acting with integrity, fairness, and in an ethical manner (Ethics).**
The superintendent:
   a. Demonstrates ethical and professional behavior.
   b. Demonstrates values, beliefs, and attitudes that inspire others to higher levels of performance.
   c. Fosters and maintains caring professional relationship with staff.
   d. Demonstrates appreciation for sensitivity to diversity in the school commuity.
   e. Is respectful of divergent opinions.

Evidence: **Reflection:**   **Evaluator Comments:**

Circle one: Meets Standard   Does Not Meet Standard

6. **A superintendent in the Edgewood-Colesburg School District promotes the success of all students by understanding the profile of the community and responding to, and influencing the larger political, social, economic, legal, and cultural context (Social Context.).**
The superintendent:
   a. Collaborates with service providers and other decision-makers to improve teaching and learning.
   b. Advocates for the welfare of all members of the learning community.
   c. Designs and implements appropriate strategies to reach desired goals.

Evidence: **Reflection:**   **Evaluator Comments:**

Circle one: Meets Standard   Does Not Meet Standard

General comments by evaluator (these are likely related to topics not addressed above):

Evaluator's signature_____

Title_____ Date_____

Evaluation Period_____, 2_____ to _____,2_____

Superintendent's signature_____ Date_____