

**SCHOOL BOARD PERFORMANCE ASSESSMENT
SUPERINTENDENT**

Please rate the Superintendent according to the following scale, based on the definitions below. Please add narrative comments whenever possible. You must include a narrative for any rating of poor or outstanding.

Rating categories:

O = Poor: Performance does not meet expectations

1 = Needs improvement: Below average performance; improvement necessary to achieve satisfactory performance.

2 = Satisfactory: Performance is adequate.

3 = Good: Performance meets and sometimes exceeds expectations.

4 = Outstanding: Uncommon performance which consistently exceeds expectations.

N = Not observed: Evaluator has not had the opportunity to observe this characteristic.

PERFORMANCE EVALUATION	RATING
1. Communication –Able to communicate clearly with staff, parents, students and community, both orally and in writing.	
2. Community Relations – Recognizes the importance of both stimulating and considering community needs/wants regarding education. Demonstrates ability to involve the community in developing and implementing goals. Views the community/school relationship as a partnership.	
3. Curriculum - Strong commitment to leading the effort to define and deliver an effective, consistent curriculum systemwide.	
4. School/Community Involvement - Visible in the schools. Aware of current issues and activities in the schools and shows an interest in community affairs.	
5. Leadership –Able to motivate, lead, guide, mentor and direct people. Committed to implementing the Mission and Vision Statement and strategic plan of the school system.	
6. Diversity and Equity – Sets a strategic direction that supports diversity, equity and inclusion for staff and students by recommending, developing, implementing and managing positive action.	
7. Organizational Management – Uses a systematic approach to manage and improving the schools. Excellent organization skills, working knowledge of school law, and proven ability to resolve organizational conflicts.	
8. Personnel Management - Excellent people skills. Ability to recruit and retain high quality staff. Strong personnel management practices including annual performance reviews where appropriate and understanding of collective bargaining issues.	
9. School Facility Management – Good understanding of facilities management, including development of long-term maintenance plans and capital resource planning and management.	

<p>10. School Finance/Budgeting – Strong working knowledge of school finance, including budget development and management. Ability to effectively communicate with the Board, staff, community and local municipal officials about budget/finance issues. Clear understanding of federal, state, and local funding issues.</p>	
<p>11. School Improvement – Supervise and evaluate school programs in the spirit of continuous improvement; understanding of educational practices, research, and national/state/local initiatives; and ability to frame issues for discussion, reach timely decisions and implement change.</p>	
<p>12. Staff Development – Commitment to fostering continuous staff improvement emphasizing both systemwide and individual development.</p>	
<p>13. Superintendent/Board Relations – Understands that the Superintendent is responsible for management of the the schools under Board policies and is accountable to the Board. Maintains open communication with the Board. Performs all duties required by federal and state statutes and regulations and effectively implement Board policies.</p>	
<p>14. Supervision/Evaluation – Understands the importance of accountability for staff and self. Uses an evaluation process for staff that establishes clear performance standards and follows through to resolve performance issues.</p>	
<p>15. Effective lobbying for district interests – Represents district issues for decision-making bodies, including the New Hampshire Department of Education, the Legislature and its subcommittees, and municipality.</p>	
<p>16. Success in meeting the Superintendent’s goals for the period from _____ to _____ which are listed on the attached memo.</p>	
<p>17. Overall performance – in leading school department.</p>	

COMMENTS:
PROVIDE EXAMPLES FOR YOUR RATING BY SPECIFIED NUMBERS

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Additional Comments: _____

