

Superintendent Evaluation

The primary objective of the Superintendent evaluation process is to strengthen Superintendent performance and the Board - Superintendent partnership (D. Eadie, Five Habits of High-Impact Boards). This process has been designed to ensure that the SAU 21 Boards are providing the Superintendent with feedback on those specific areas of Board - Superintendent relations and performance that are of greatest importance in a spirit of improvement and transparency.

Board members should utilize the Superintendent's self assessment and their own observations and experiences to provide feedback on the following standards and indicators.

Please provide written comments to identify strengths or recommendations for improvement. Remember, a written comment is provided in every instance where a Board member rates the Superintendent as "Developing" or "Does Not Meet Expectations."

Your email address (blupini@sau21.org) will be recorded when you submit this form. Not blupini? [Sign out](#)

* Required

1. Name *

2. School District *

Mark only one oval.

- Hampton Falls
- North Hampton
- Seabrook
- South Hampton
- Winnacunnet Cooperative

Standard 1: Vision, Culture and Instructional Leadership

The Superintendent leads the SAU and Districts by promoting the success of all students, articulating a vision of learning, developing a positive school climate and demonstrating best practices in instructional programs and staff professional development.

Demonstrates a deep understanding of quality instruction and consistently

promotes effective instructional programs and high expectations for student learning outcomes. (Indicator 1.1)

Leadership actions, staffing and resources are clearly aligned to a student achievement focused vision, and that vision is evident in the culture. (Indicator 1.2)

SAU and District goals are systematically aligned throughout the system with a focused plan for student achievement and school improvement supported by resources. (Indicator 1.3)

3. Overall Rating for "Vision, Culture and Instructional Leadership" Standard *

Mark only one oval.

- Exceeds Expectations *After the last question in this section, skip to question 6.*
- Meets Expectations *After the last question in this section, skip to question 6.*
- Developing *After the last question in this section, skip to question 5.*
- Does Not Meet Expectations *After the last question in this section, skip to question 5.*
- Not Observed *After the last question in this section, skip to question 6.*

4. Optional comments regarding "Vision, Culture and Instructional Leadership" Standard

Required Comment - Standard 1: Vision, Culture and Instructional Leadership

Please provide written comments to identify strengths or recommendations for improvement.

5. Comment Below *

Standard 2: Human Resource Leadership

The Superintendent ensures the SAU and Districts are a professional learning community with processes in place that result in recruitment, induction, evaluation, development and retention of a highly effective, diverse staff. The Superintendent uses distributed leadership to support teaching and learning, plan professional development and engages in SAU and District leadership succession planning.

Develops and ensures the implementation of procedures and structures to support compliance with local, state and federal laws and regulations. (Indicator 2.1)

Implements personnel procedures, recruitment and employee performance programs to hire and retain the best qualified teachers, administrators and other personnel. (Indicator 2.2)

Effectively works with District bargaining units and actively seeks to improve bargaining outcomes that best serve students and Districts. (Indicator 2.3)

Develops and promotes leadership capacity among administrators, teachers and staff. (Indicator 2.4)

6. Overall Rating of "Human Resource Leadership" Standard *

Mark only one oval.

Exceeds Expectations *After the last question in this section, skip to question 9.*

Meets Expectations *After the last question in this section, skip to question 9.*

Developing *After the last question in this section, skip to question 8.*

Does Not Meet Expectations *After the last question in this section, skip to question 8.*

Not Observed *After the last question in this section, skip to question 9.*

7. Optional comments regarding "Human Resource Leadership" Standard

Required Comment - Standard 2: Human Resource Leadership

Please provide written comments to identify strengths or recommendations for improvement.

8. Comment Below *

Standard 3: Curriculum, Instruction and Assessment Leadership

The Superintendent supports and builds an SAU and Districts committed to shared values and beliefs focused on teaching and learning where performance gaps are systematically eliminated over time and every student graduates from high school college- and career-ready.

District goals are systematically aligned throughout the SAU and Districts with a focused plan for student achievement and school improvement supported by resources. (Indicator 3.1)

Monitors and reviews the effectiveness of curriculum, instruction and assessment and their alignment with SAU and District goals and state standards. (Indicator 3.2)

Supports the development of coherent systems of curriculum and instruction that are responsive to student needs, embody high expectations for student learning and align academic standards within and across grade levels. (Indicator 3.3)

Employ valid and varied assessments that provide data to improve student growth, drive professional development and improve curriculum and instruction. (Indicator 3.4)

9. Overall Rating of "Curriculum, Instruction and Assessment Leadership" Standard *

Mark only one oval.

Exceeds Expectations *After the last question in this section, skip to question 12.*

Meets Expectations *After the last question in this section, skip to question 12.*

Developing *After the last question in this section, skip to question 11.*

Does Not Meet Expectations *After the last question in this section, skip to question 11.*

Not Observed *After the last question in this section, skip to question 12.*

10. Optional comments regarding "Curriculum, Instruction and Assessment Leadership" Standard

Required Comment - Standard 3: Curriculum, Instruction and Assessment Leadership

Please provide written comments to identify strengths or recommendations for improvement.

11. Comment Below *

Standard 4: Engagement of Families and Community

The Superintendent establishes effective communication with students, parents and the community to effectively engage and respond to diverse

interests and needs that support the success of all students.

Uses effective communication strategies to promote a positive image of the SAU and Districts with families, community and the media. Communicates key information to all stakeholders in an appropriate and timely manner. (Indicator 4.1)

Creates an atmosphere of trust and respect with students, families and community members. (Indicator 4.2)

Regularly attends events and visibly engages the school community at large. (Indicator 4.3)

12. Overall Rating of "Engagement of Families and Community" Standard *

Mark only one oval.

- Exceeds Expectations** *After the last question in this section, skip to question 15.*
- Meets Expectations** *After the last question in this section, skip to question 15.*
- Developing** *After the last question in this section, skip to question 14.*
- Does Not Meet Expectations** *After the last question in this section, skip to question 14.*
- Not Observed** *After the last question in this section, skip to question 15.*

13. Optional comments regarding "Engagement of Families and Community" Standard

Required Comment - Standard 4: Engagement of Families and Community

Please provide written comments to identify strengths or recommendations for improvement.

14. Comment Below *

Standard 5: Professional Community for Teachers and Staff

The Superintendent understands and acts on the important role a system's culture has in the exemplary performance of all schools. He/She works to understand the people in the SAU and Districts, as well as their history and traditions as they move forward to support and achieve SAU and District goals. The Superintendent must be able to improve the SAU and District culture, if needed, to align the work of staff with goals of improving student learning and infuse the work with passion, meaning and purpose.

Establishes effective communication within the SAU and Districts and promotes interpersonal relations among staff. (Indicator 5.1)

Creates an atmosphere of trust and respect with staff. Maintains a caring and professional relationship with staff, grounded in shared SAU and District values. (Indicator 5.2)

Ensures that all staff have SAU and District specific professional development that directly enhances their performance and improves student learning. (Indicator 5.3)

15. Overall Rating of "Professional Community for Teachers and Staff" Standard *

Mark only one oval.

- Exceeds Expectations** *After the last question in this section, skip to question 18.*
- Meets Expectations** *After the last question in this section, skip to question 18.*
- Developing** *After the last question in this section, skip to question 17.*
- Does Not Meet Expectations** *After the last question in this section, skip to question 17.*
- Not Observed** *After the last question in this section, skip to question 18.*

16. Optional comments regarding "Professional Community for Teachers and Staff" Standard

Required Comment - Standard 5: Professional Community for Teachers and Staff

Please provide written comments to identify strengths or recommendations for improvement.

17. Comment Below *

Standard 6: Managerial (Operations and Budgeting) Leadership

The Superintendent demonstrates the knowledge, skills and ability to effectively manage operations that promote a safe and effective environment for students and staff and ensure the fiscal health of the SAU and Districts.

Develops and ensures the implementation of procedures and structures to support compliance with local, state and federal laws and regulations. (Indicator 6.1)

Guides the process of fiscal planning and budget development and makes recommendations based upon the SAU and District's current financial position and future needs. (Indicator 6.2)

Stays informed of facilities use and needs and makes facilities recommendations as needed to the Board(s), promotes safety across the SAU and Districts and ensures a facilities management plan is in place for future needs. (Indicator 6.3)

18. Overall Rating of "Managerial (Operations and Budgeting) Leadership" Standard *

Mark only one oval.

Exceeds Expectations After the last question in this section, skip to question 21.

Meets Expectations After the last question in this section, skip to question 21.

Developing After the last question in this section, skip to question 20.

Does Not Meet Expectations After the last question in this section, skip to question 20.

Not Observed After the last question in this section, skip to question 21.

19. Optional comments regarding "Managerial (Operations and Budgeting) Leadership" Standard

Required Comment - Standard 6: Managerial (Operations and Budgeting) Leadership

Please provide written comments to identify strengths or recommendations for improvement.

20. Comment Below *

Standard 7: Board Governance and Policy

The Superintendent works effectively with the Boards of Education, exhibits a shared understanding of Board and Superintendent roles, leads and manages the SAU and Districts consistent with Board policies and demonstrates the skills to work effectively with the Boards.

Offers professional advice to the Boards with appropriate recommendations based on thorough study and analysis. (Indicator 7.1)

Keeps the Board regularly informed with data, reports and information that enables them to make effective, timely decisions. (Indicator 7.2)

Interprets and executes the intent of Board policies, and advises the Boards on the need for new and/or revised policies. (Indicator 7.3)

Works collaboratively with the Boards to shape SAU and District vision, mission and goals with measurable objectives of high expectation for student achievement. (Indicator 7.4)

Makes considerable effort to have a positive working relationship with the Boards, treating all Board members fairly and respectfully and attempts to resolve any serious conflicts with Board members. (Indicator 7.5)

21. Overall Rating of "Board Governance and Policy" Standard *

Mark only one oval.

Exceeds Expectations *After the last question in this section, skip to question 24.*

Meets Expectations *After the last question in this section, skip to question 24.*

Developing *After the last question in this section, skip to question 23.*

Does Not Meet Expectations *After the last question in this section, skip to question 23.*

Not Observed *After the last question in this section, skip to question 24.*

22. Optional comments regarding "Board Governance and Policy" Standard

Required Comment - Standard 7: Board Governance and Policy

Please provide written comments to identify strengths or recommendations for improvement.

23. Comment Below *

Standard 8: SAU and School Improvement

The Superintendent acts as an agent of continuous growth to promote improvement of the SAU and each school District in service to students, families and the community.

Utilizes methods of continuous improvement to achieve the vision, fulfill the mission and promote the core values of the SAU and Districts in a cohesive, systemic manner. (Indicator 8.1)

Develops appropriate systems for data collection, management and analysis to share with the Districts and community stakeholders for student growth and District improvement. (Indicator 8.2)

Employs situationally appropriate strategies for improvement, including interventions, adaptive approaches and implementation. (Indicator 8.3)

24. Overall Rating of "SAU and School Improvement" Standard *

Mark only one oval.

- Exceeds Expectations** *After the last question in this section, skip to question 27.*
- Meets Expectations** *After the last question in this section, skip to question 27.*
- Developing** *After the last question in this section, skip to question 26.*
- Does Not Meet Expectations** *After the last question in this section, skip to question 26.*
- Not Observed** *After the last question in this section, skip to question 27.*

25. Optional comments regarding "SAU and School Improvement" Standard

Required Comment - Standard 8: SAU and School Improvement

Please provide written comments to identify strengths or recommendations for improvement.

26. Comment Below *

Superintendent Goal #1

The Superintendent will complete the entry process as detailed in the Joint Board adopted plan and provide a set of findings and recommendations on or before January 31, 2019. Furthermore, the Superintendent will utilize this process to develop and propose an additional set of actionable goals for both the remainder of the 2018-2019 school year, as well as the 2019-2020 academic year.

27. Overall Rating of Superintendent Goal #1 *

Mark only one oval.

Exceeds Expectations *After the last question in this section, skip to question 30.*

Meets Expectations *After the last question in this section, skip to question 30.*

Developing *After the last question in this section, skip to question 29.*

Does Not Meet Expectations *After the last question in this section, skip to question 29.*

Not Observed *After the last question in this section, skip to question 30.*

28. Optional comments regarding Superintendent Goal #1

Required Comment: Goal 1

Please provide written comments to identify strengths or recommendations for improvement.

29. Comment Below *

Superintendent Goal #2

The Superintendent will work with SAU administrators and Principals to create a Principal evaluation process for implementation beginning in May 2019. This plan will be proposed to the Joint Board for adoption on or before April 30, 2019.

30. Overall Rating of Superintendent Goal #2 *

Mark only one oval.

Exceeds Expectations *After the last question in this section, skip to question 33.*

Meets Expectations *After the last question in this section, skip to question 33.*

Developing *After the last question in this section, skip to question 32.*

Does Not Meet Expectations *After the last question in this section, skip to question 32.*

Not Observed *After the last question in this section, skip to question 33.*

31. Optional comments regarding Superintendent Goal #2**Required Comment: Goal 2**

Please provide written comments to identify strengths or recommendations for improvement.

32. Comment Below ***Superintendent Goal #3**

The Superintendent will implement a transitional evaluation process for SAU administrators and Principals, designed to ensure that school and SAU leaders receive feedback on their work during the current year.

33. Overall Rating of Superintendent Goal #3 *

Mark only one oval.

Exceeds Expectations *After the last question in this section, skip to question 36.*

Meets Expectations *After the last question in this section, skip to question 36.*

Developing *After the last question in this section, skip to question 35.*

Does Not Meet Expectations *After the last question in this section, skip to question 35.*

Not Observed *After the last question in this section, skip to question 36.*

34. Optional comments regarding Superintendent Goal #3

Required Comment: Goal 3

Please provide written comments to identify strengths or recommendations for improvement.

35. Comment Below *

Superintendent Goal #4

The Superintendent facilitate the development of budget proposals for the SAU and Districts that prioritize teaching and learning, that propose strategies to begin to address at least some of the "Preliminary Entry Plan Findings" and that are fiscally responsible for Board and community consideration.

36. Overall Rating of Superintendent Goal #4 *

Mark only one oval.

Exceeds Expectations *After the last question in this section, stop filling out this form.*

Meets Expectations *After the last question in this section, stop filling out this form.*

Developing *After the last question in this section, skip to question 38.*

Does Not Meet Expectations *After the last question in this section, skip to question 38.*

Not Observed *After the last question in this section, stop filling out this form.*

37. Optional comments regarding Superintendent Goal #4**Required Comment: Goal 4**

Please provide written comments to identify strengths or recommendations for improvement.

38. Comment Below *

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