

CEO/Superintendent's 2008-2009 Evaluation

01-21-09

Standards Critical for Achieving Goals	Not Acceptable	Needs Improvement	Good	Excellent
Relationship with SRC				
1. Keeps SRC informed on issues, needs, and operation of school system in a timely manner.				
2. Makes appropriate recommendations, based on thorough study/analysis.				
3. Appropriately interprets and executes the intent of SRC policy.				
4. Supports SRC policy and actions which interfere with public and staff.				
5. Maintains a respectful and collaborative working relationship with SRC and SRC and District staff.				
6. Accepts responsibility for her recommendations.				
7. Takes leadership role in maintaining appropriate relationships between SRC and District's employees.				
Management of District				
I. Instructional leadership				
1. Provides vision and strategic direction to District.				
2. Visits school sites and communicates effectively with teachers, students, and staff.				
3. Implements a strong staff development program for all employees.				
4. Encourages the implementation of continuous improvement in academics.				
II. Management of employees				
5. Delegates appropriate authority to senior staff; monitors their follow-through.				
6. Accurately evaluates senior staff performance to include ongoing commendations and constructive suggestions.				
7. Treats all personnel fairly and impartially.				
8. Works to improve good employee morale and loyalty to the organization.				
9. Inspires employees to work toward the highest standards.				
10. Develops/improves measures/tools for gathering feedback from employees.				

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Standards Critical for Achieving Goals	Not Acceptable	Needs Improvement	Good	Excellent
Relationship with Community				
1. Maintains respect of community in the course of conducting school district business.				
2. Solicits opinions/feedback from community groups and individuals and adjusts actions as appropriate.				
3. Responds in an appropriate and timely way to issues brought by members of the community.				
4. Develops and maintains meaningful, respectful, and cooperative media and legislative relationships.				
5. Engages community in the work of the school system, as appropriate.				
Professional/Personal Attributes				
1. Maintains high standards of ethics, honesty, and integrity in all personal and professional matters.				
2. Demonstrates tact and diplomacy in working with individuals and groups.				
3. Responds appropriately when faced with unforeseen events.				