KPBSD	SUPER	RINTE	NDENT	`EVAL	UATIO	ON I	BY S	СНО	OL	BOA	RD		E 2	2123	3 (a)
Superintendent Name:						Sch	ool ye	ar eva	luat	ion pe	riod:				
School Board Member Name:															
INSTRUC	ION														
In evaluating a superintendent, there are many factors which must be taken into account. The first is to look at the job description and then verify that the individual is, in fact, meeting the requirements which are delineated there. The following questions are intended to generate a "snapshot" of the performance of the individual whom the Board hired to fill this position.															
	Please rank your response to each group of questions by putting a check mark under the ranking number. The numbers are arrayed as follows:														
<u>Unsatisfactory</u> <u>Ir</u>				eds vement	Satis	factory		Strong		<u>Exem</u>		mpla	<u>plary</u>		
	1	2	3	4	5	6	,	7		8	9		10		
EVALUATION QUESTIONS															
The primary role of the superintendent is to oversee the day-to-day operations of the District and to see that the goal of improving student success remains the foremost function of the schools.															
Are KPBSD schools and programs operating and smoothly?							iently	NO	NO SOMETIMES				USUALLY		YES
2. Is the priority of student achievement a observable goal throughout the district?						clear	and	NO)	SOM	ETIME	S	USUA	LLY	YES
Are non-instructional areas of the district manag						ged v	vell?	NO SOI		SOM	OMETIMES		USUALLY		YES
									\/=0						
4. Is there a clear grasp of the superintendent's position relative to the Board, staff and community?								LLY	YES						
5. Is process for hiring, advancement, and termination smooth and well-reasoned?						both	NO	NO SOMETIMES USUAL				LLY	YES		
6. Does the superintendent delegate his resp appropriately?					onsib	oilities	NO	NO SOMETIM		ETIME	S USUALLY		LLY	YES	
						Unsati	sfactory	Needs Improvement Satisfactory			actory	y <u>Strong</u>		Exemplary	
	superinte					1	2	3	4	5	6	7	8	9	10
operations of the District and see that the goal of improving student success remains the foremost function of the schools?															
Commen										1			'	'	

A primary role of the superintendent is to pro School District.	vide	a "fa	ce" i	n th	e gen	eral	comi	munit	y foi	r the	
7. Is information provided to the public regarding KPBSD operations and activities?					SOMETIMES		ES	USUALL		YES	
8. Does the superintendent have credibility community at large?	Does the superintendent have credibility with the community at large?				SOMETIMES			USUALLY		YES	
9. Is public input regarding school operation solicited and valued?	Is public input regarding school operations actively solicited and valued?					SOMETIMES			_LY	YES	
O. Is the superintendent someone you look to for providing information to the public on educational issues?					SOM	ETIME	ES I	USUAI	_LY	YES	
	Unsatisfactory		Needs Improvement		Satisfactory		Strong		Exe	mplary	
Does the superintendent provide a positive "face" in the general community for the School District?	1	2	3	4	5	6	7	8	9	10	
The superintendent should maintain a positive	relat	tionsh	ip w	ith t	he Bo	ard o	of Edu	ucatio	on.		
11. Do the superintendent's actions display an und of the relationship between the B superintendent?	_	NO SOMETIME				SUSUALLY		YES			
12. Does the superintendent inform the Board or issues in the District?	NO		SOMETIMES		ES I	USUALLY		YES			
13. Does the superintendent provide factual and information to the Board?	Does the superintendent provide factual and complete information to the Board?					SOMETIMES		USUALLY		YES	
	<u>Unsatisfactory</u>						St	rong:	Exe	mplary	
Does the superintendent maintain a positive relationship with the Board of Education?	1	2	3 4		5	6	7	8	9	10	
Comment: A corollary function for the superintendent is District improve its operations and educationa				neas	ure of	f lead	dersh	nip to	help) the	
Does the superintendent stay current with educational issues and trends?				NO		SOMETIMES		USUALLY		YES	
Does the superintendent have an in depth understanding of school district operations?				0	SOMETIMES		ES	USUALLY		YES	
•	Does the superintendent follow instructions of the Board for moving the District in a particular direction?				SOMETIME		ES	S USUALI		YES	
	Unsatisfactor						Strong		<u>Exe</u>	emplary	
Does the superintendent provide leadership to help the District improve its operations and educational offerings?	1	2	3	4	5	6	7	8	9	10	

Comment:												
Additionally, a superintendent should exhibit some primarily personal qualities which would reflect well upon the District.												
17. Does the superintendent act ethically?						NO SOMETIMES USUA					YES	
18.	Does the superintendent communicate effective stakeholders?	N	0	SOMETIMES			USUALLY		YES			
19.	Does the superintendent handle stressful appropriately?	N	0	SOMETIMES			USUALLY		YES			
20.	Does the superintendent maintain an a professional appearance and demeanor?	N	0	SOMETIMES			USUALLY		YES			
21. Does the superintendent exercise good judgment?						SOMETIMES			USUAL	LY	YES	
		Unsat	tisfactory		eds vement	Satisfactory			Strong Ex		emplary	
	es the superintendent exhibit personal qualities	1	2	3	4	5	6	7	8	9	10	
	ch reflect well upon the District?											
Con	nment:											
Generally speaking, a superintendent is a compendium of factors which comprise a whole.												
22.	Is the superintendent someone you trust in all troles we assign to our superintendent?	the v	arious	N	0	SOMETIMES			USUAL	LY.	YES	
Comment required:												
23. Would you recommend this individual for employment in a like position in a different district?						NO SOMETIMES			USUALLY		YES	
Con	nment required:			1								

Revised: 06/2011