

Monhegan School District

Performance Standards for Evaluation of the Superintendent

Superintendent: _____ Date: _____

Indicate the degree to which the superintendent meets expectations for each performance standard, using the following scale:

- 1 = well below expectations 3 = meets expectations 5 = well above expectations
- 2 = below expectations 4 = above expectations U = unable to evaluate

Please use the comment section under each standard to expand on or explain any rating.

A. Leadership and Responsibility

- 1 2 3 4 5 U 1. Works with staff to develop and modify programs.
Comments:

- 1 2 3 4 5 U 2. Understands the unique role of a superintendent in a small island school district and performs effectively in that role.
Comments:

- 1 2 3 4 5 U 3. Articulates and acts on a vision for high student achievement.
Comments:

- 1 2 3 4 5 U 4. Keeps abreast of changing laws and regulations and sees that the board meets its legal obligations.
Comments:

- 1 2 3 4 5 U 5. Keeps in touch with expenditures and budget issues to ensure most cost-effective operation.
Comments:

- 1 2 3 4 5 U 6. Supports a cooperative teamwork approach to school district management.
Comments:

B. Relations with Staff and Community

- 1 2 3 4 5 U 1. Inspires others to function under the highest professional standards.
Comments:

- 1 2 3 4 5 U 2. Treats all personnel fairly, without favoritism or discrimination, while insisting on performance of duties.
Comments:

- 1 2 3 4 5 U 3. Demonstrates direct responsibility for teaching staff. Promotes team effort and holds staff accountable.
Comments:

- 1 2 3 4 5 U 4. Supervises and evaluates teaching staff.
Comments:

- 1 2 3 4 5 U 5. Assists with hiring of best candidates for school positions.
Comments:
- 1 2 3 4 5 U 6. Delegates those responsibilities to other employees which he, at his discretion, deems appropriate.
Comments:
- 1 2 3 4 5 U 7. Listens and responds to what staff, parents, students and community want to convey.
Comments:
- 1 2 3 4 5 U 8. Represents school interests in the community.
Comments:
- 1 2 3 4 5 U 9. Maintains effective working relationships with all staff.
Comments:

C. School Board Relations

- 1 2 3 4 5 U 1. Assists the Committee Chair in the development of board agendas, and sees that they are distributed.
Comments:
- 1 2 3 4 5 U 2. Attends and keeps accurate records of all board meetings.
Comments:
- 1 2 3 4 5 U 3. Guides and provides direction to the board.
Comments:
- 1 2 3 4 5 U 4. Advises the board on the need for new/revised policies, and sees that all policies are implemented.
Comments:
- 1 2 3 4 5 U 5. Keeps the board informed on all matters of importance to the school.
Comments:
- 1 2 3 4 5 U 6. Supports board actions and implements them at the best level possible.
Comments:
- 1 2 3 4 5 U 7. Keeps board informed on new or best educational practices.
Comments:
- 1 2 3 4 5 U 8. Critiques current practice and makes recommendations for change, if appropriate.
Comments:

1 2 3 4 5 U 9. Is responsive to and follows up promptly on communications from committee members.
Comments:

D. Personal Qualities

1 2 3 4 5 U 1. Maintains high standards of ethics, honesty and integrity in all personal and professional matters.
Comments:

1 2 3 4 5 U 2. Exhibits imagination and competence in planning, organizing and follow-through.
Comments:

1 2 3 4 5 U 3. Collects adequate information before making decisions. Does not delay important decisions nor allow pressure to cause hasty decisions.
Comments:

1 2 3 4 5 U 4. Attempts to maintain an objective view when solving problems.
Comments:

1 2 3 4 5 U 5. Exhibits openness and compassion in dealing with others.
Comments:

1 2 3 4 5 U 6. Maintains composure in handling self in a variety of situations.
Comments:

1 2 3 4 5 U 7. Handles a variety of complex issues at one time.
Comments:

1 2 3 4 5 U 8. Communicates clearly and thoroughly.
Comments:

1 2 3 4 5 U 9. Plans and executes a personal development plan that enhances professional growth.
Comments:

1 2 3 4 5 U 10. Shows initiative and pro-active approach when addressing school needs.

Any Additional Comments: