Policy Title: **Superintendent – Evaluation Summative Performance Review Instrument**

 Policy Code No. 302.5E2

Iowa Superintendent Evaluation: A Growth Model

In 2007, the Iowa Legislature codified the school leadership standards and clarified the superintendent 3-year evaluation cycle. This model is intended for year 3 of that cycle.

Year 3 focuses on the board’s review of the superintendent’s performance based on the standards. Begin by reviewing the standards and agreeing on supporting evidence.

Iowa Superintendent Evaluation: A Growth Model

Part I: Establishing Job Responsibilities Based on the Iowa Standards for School Leaders.

Standard #1:

 A superintendent is an educational leader who promotes the success of

 all students by facilitating the development, articulation,

 implementation, and stewardship of a vision of learning that is shared

 and supported by the school community.

 Standard #2:

 A superintendent is an educational leader who promotes the success of

 all students by advocating, nurturing and sustaining a school culture

 and instructional program conducive to student learning and staff

 professional development.

Standard #3:

 A superintendent is an educational leader who promotes the success of

 all students by ensuring management of the organization, operations and

 resources for a safe, efficient and effective learning environment.

Standard #4:

 A superintendent is an educational leader who promotes the success of

 all students by collaborating with families and community members,

 responding to diverse community interests and needs and mobilizing

 community resources.

Standard #5:

 A superintendent is an educational leader who promotes the success of

 all students by acting with integrity, fairness and in an ethical

 manner.

Standard #6:

 A superintendent is an educational leader who promotes the success of

 all students by understanding the profile of the community, and

 responding to and influencing the larger political, social, economic,

 legal and cultural context.

SUPPORTING EVIDENCE/COMMENTS:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Part II: The Summative Evaluation

At the end of the year, the board should have an agenda item for the formal summative evaluation of the superintendent. Part II includes a final form to be placed in the superintendent's personnel file.

Standard #1:

 A superintendent is an educational leader who promotes the success of

 all students by facilitating the development, articulation,

 implementation, and stewardship of a vision of learning that is shared

 and supported by the school community.

 Goal Attainment Rating (Circle Appropriate Response)

 Weak - Average - Exemplary

 1 - 2 - 3 - 4 - 5

Supporting Evidence of Goal Attainment:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Standard #2:

 A superintendent is an educational leader who promotes the success of

 all students by advocating, nurturing and sustaining a school culture

 and instructional program conducive to student learning and staff

 professional development.

Goal Attainment Rating (Circle Appropriate Response)

 Weak - Average - Exemplary

 1 - 2 - 3 - 4 - 5

Supporting Evidence of Goal Attainment:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Standard #3:

 A superintendent is an educational leader who promotes the success of

 all students by ensuring management of the organization, operations and

 resources for a safe, efficient and effective learning environment.

 Goal Attainment Rating (Circle Appropriate Response)

 Weak - Average - Exemplary

 1 - 2 - 3 - 4 - 5

Supporting Evidence of Goal Attainment:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Standard #4:

 A superintendent is an educational leader who promotes the success of

 all students by collaborating with families and community members,

 responding to diverse community interests and needs and mobilizing

 community resources.

 Goal Attainment Rating (Circle Appropriate Response)

 Weak - Average - Exemplary

 1 - 2 - 3 - 4 - 5

Supporting Evidence of Goal Attainment:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Standard #5:

 A superintendent is an educational leader who promotes the success of

 all students by acting with integrity, fairness and in an ethical

 manner.

 Goal Attainment Rating (Circle Appropriate Response)

 Weak - Average - Exemplary

 1 - 2 - 3 - 4 - 5

Supporting Evidence of Goal Attainment:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Standard #6:

 A superintendent is an educational leader who promotes the success of

 all students by understanding the profile of the community, and

 responding to and influencing the larger political, social, economic,

 legal and cultural context.

 Goal Attainment Rating (Circle Appropriate Response)

 Weak - Average - Exemplary

 1 - 2 - 3 - 4 - 5

Supporting Evidence of Goal Attainment:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Overall Consideration of Standards

Of the standards listed, which is the superintendent's greatest strength? How does this strength directly contribute to district goals?

Of the standards listed, which area of standard achievement is presenting the greatest blocker to the superintendent leading for achievement of district goals?

What supports might the board offer to enhance the superintendent's strengths and promote triumph over existing blockers?

Overall End of Year Summary

Place a check mark in either the Satisfactory or Unsatisfactory column for each goal:

Job Responsibilities Satisfactory Unsatisfactory

Overall Standards

 Goal 1 \_\_\_\_\_ \_\_\_\_

 Goal 2 \_\_\_\_\_ \_\_\_\_

 Goal 3 \_\_\_\_\_ \_\_\_\_

 Goal 4 \_\_\_\_\_ \_\_\_\_

 Goal 5 \_\_\_\_\_ \_\_\_\_

 Summative Rating \_\_\_\_\_ \_\_\_\_

Significant Achievements:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Areas for Growth:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Superintendent Comments:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Board Comments:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Superintendent's Signature:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:\_\_\_\_\_\_\_\_\_\_\_

Evaluation period: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, 201\_\_ to \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, 201\_\_

Board President’s Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:\_\_\_\_\_\_\_\_\_\_\_

|  |  |
| --- | --- |
| Date of Adoption | 08/25/2008 |
| Review Date |  |
| Revision Date |  |

|  |  |
| --- | --- |
| Legal Ref.: | Wedergren v. Board of Directors, 307 N.W.2d 12 (Iowa 1981).Iowa Code §§ 279.8, .20, .23, .23A (2007).281 I.A.C. Ch 83; 12.3(4). |
| Cross Ref.: | 212 Closed Sessions302 Superintendent |