

Evaluating the superintendent / Seven standards

In an effective governing environment, school board members and their superintendent are all focused, accountable, and continuously learning/improving together within an aligned strategic framework. In this context, boards constantly support, develop and healthily challenge the superintendent in conversations, “strategic business” meetings, targeted work sessions, and appropriate executive sessions. **This tweakable tool is designed for use two to four times during a year of constant superintendent AND board development. Revise to reflect your local governing team’s values expectations, norms, standards, and ratings.** Ratings below: Distinguished Command (DC), Strong Command (SC); Moderate Command (MC); Limited Command (LC). *Big encouragement: Explore alignment to employee appraisals.*

STANDARD	RATING	BRIEF COMMENT/IDEA
1. Strategic leadership Leading change through collaboration with stakeholders; collaboratively developing a strategic framework of vision mission, important goals, norms, values; building a culture of effective leadership . . .	DC-SC-MC-LC	
2. Instructional & achievement leadership Ensuring a system of curriculum, instruction, and assessment; maximizing instructional, collaboration, and preparation time; developing high-quality instruction; ensuring all-student academic achievement and growth . . .	DC-SC-MC-LC	
3. Cultural & equity leadership Developing a culture of intentional and collaborative learning; leading with a commitment to the whole child; ensuring quality; developing a culture that encourages effectiveness, empowerment and continuous improvement . . .	DC-SC-MC-LC	
4. Human resource leadership Ensures a system of professional development and learning communities; provides a system of recruiting, hiring, placing, and dismissing; implements a fair and equitable system of performance appraising . . .	DC-SC-MC-LC	
5. Managerial leadership Leads from policy and agreements; builds systematic communications; manages budget and resources; develops leaders in conflict resolution; ensures expectations for staff and students; ensures leaders are aligned with board policies; ensures a safe, orderly, and supportive environment . . .	DC-SC-MC-LC	
6. Community & external leadership Advocates for the district through local, area and state opportunities; engages external constituents to build support and ownership; develops a culture of leaders; collaborates with colleagues . . .	DC-SC-MC-LC	
7. Leadership with the board of education Aligned to a strategically framed board of education; advances district excellence through a focus on the board’s wildly important goals; represents the board in local/regional/state opportunities; continually accountable to the board; keeps the board strategically informed; builds professional relationships with board members . . .	DC-SC-MC-LC	

