

OESD / PSBA Superintendent Performance Evaluation Form

This evaluation tool uses the below assessment measures as a basis for indicating your impression of the superintendent's performance in the areas of Student Growth and Achievement; Organizational Leadership; District Operations and Financial Management; Communication and Community Relations; Human Resource Management; and Professionalism.

Distinguished

- Performance is clearly outstanding
- Performance is superior, far exceeding expectations
- Performance is exceptional on a regular or continuous basis – the superintendent far outperforms relative to minimum expectations

Proficient

- Adequately performs all functions within the role, meeting or occasionally exceeding expectations
- Performance is adequate, meeting or occasionally exceeding standards or expectations generally associated with performance

Needs Improvement

- Periodically fails to meet expectations associated with assigned tasks, targeted goals, or professional competencies
- Performance is less than adequate on a periodic or frequent basis – the superintendent may be developing within the position, but needs to improve to be considered proficient

Failing

- Performance is below acceptable levels
 - Fails to meet most expectations associated with the role of superintendent – substantial professional improvement is needed before the superintendent can be considered proficient in the role
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The superintendent is evaluated on each of six *Objective Performance Standards*. *Objective Performance Standards* are included in the superintendent's contract, and are the basis for the overall performance rating made available to the public at the completion of the performance review. Below each *Objective Performance Standard* are several *Key Performance Indicators* that may help board members and the Board to assess overall performance in each *Standard*. Each board member should complete the *Key Performance Indicator* chart prior to meeting with the entire board. During an executive session, the board will come to a consensus regarding the overall evaluation (*Distinguished, Proficient, Needs Improvement, Failing or Not Applicable*) for each *Key Performance Indicator*. A rating of *Needs Improvement* or *Failing* will require documentation as to the concerns and evidence to substantiate such a rating. The superintendent may provide evidence to assist the board in an evaluation area, but should provide evidence as to the status of the *Annual Goods*.

Matthew Splain

Superintendent's Name

Cynthia Murphy, OESD Board President

September 2017-August 2018

Evaluator's Name

School Year

Cynthia Murphy