## **Edwards-Knox Central School**

Evaluation for:District SuperintendentDocument Version:August 2013Reference:Board Policy P9720 "Procedures for the Evaluation of the<br/>Superintendent"

A Publication of the Edwards-Knox Central School Board of Education:

Christopher Averill	Tom O'Brien
Rick Brewer	Joseph Thomas
Lynn Coller	Randy VanBrocklin - President
Teresa A. Hogle	Thomas Whitmarsh
Reggie LaPoint – Vice President	

Instructions:

The first 6 questions relate to the Superintendent's effectiveness in meeting goals and objectives as set forth by the Superintendent and approved by the Board of Education.

The Last 4 questions relate to the Superintendent's effectiveness in managing professional relationships with groups that comprise our district and that are in line with the values of the EKCS School District.

Please use the following rating scale (circle one):

- 1. Unsatisfactory Does not meet position expectations
- 2. Needs Improvement Meets most position expectations with some development needed
- 3. Satisfactory Meets job requirements
- 4. Very Good Consistently meets and occasionally exceeds expectations
- 5. Excellent Consistently exceeds position expectations.

## Superintendents Goals:

- 1. SED Compliance: 1 2 3 4
  - Create in unison a revised APPR plan to be posted in a timely fashion 9-2013.
  - Train staff accordingly on new domains (3&4) and implement and assess quarterly for progress and compliance.

5

Comments:

- 2. Education: 1 2 3 4
  - Work cooperatively with administrative unit to continue to adapt the district curriculum aligning learning with common core standards.

5

- Provide staff with the necessary training and development to enhance their skills and performance.

Comments:

- 3. People:
   1
   2
   3
   4
   5
  - Create a consistent hiring package of necessary forms and document to be shared with the principals.
  - Set-up and oversee all hiring and assist the principals with the process.
  - Follow through with reference checks, TEACH information and prepare BOE interview.

Comments:

- 4. Communication: 1 2 3 4 5
  - Increase media coverage for quarterly articles regarding students and staff. Showcase of events and activities.

Comments:

5.	Technology:	1	2	3	4	5	
----	-------------	---	---	---	---	---	--

- Update the district Technology Plan which will include both students and staff training and planning for a three year view.

Comments: 6. Finance: 2 3 1 4 5 -Oversee the carry-out of all grants budgets and expenditures throughout the year. Set-up annual calendar of budget preparation for the upcoming year. -Comments: 2 3 7. Relationship with Board: 1 4 5 - Keeps the BOE informed on issues, needs and operations of the school district. - Interprets and executes the intent of BOE policy. - In consultation with BOE leadership, prepares the agenda for all BOE meetings and provides full information on all matters under consideration. Comments: 8. Community Relations: 1 2 3 4 5 Gains respect and support of community on the conduct of schools operations. --Participates actively in community life and affairs as they pertain to the school district. Comments:

- 9. Staff and Personnel Relations: 1 2 3 4 5
  - Develops and executes sound personnel procedures and practices.
  - Provides a satisfactory collective bargaining process that results in reaching in reaching a satisfactory contractual agreements with employee organizations.
  - Maintains a professional environment that is aligned with district values and creates an effective teaching and learning environment for staff and students.

Comments:
-----------

10. Personal Qualities and Values:12345

- Models district values and holds staff accountable to the same values
- Devotes appropriate time and energy necessary to effectively fulfill the role of district leader.
- Speaks well in front of all groups and expresses ideas in a logical and straightforward manner.

Comments: