

## Dunmore School District

### SUPERINTENDENT EVALUATION FORM 2021-22

**INSTRUCTIONS:** Please evaluate the Superintendent's performance by reviewing his goal, assessing your opinion of how well he met that goal, and fill in the appropriate blank with a gradient from the appropriate block above. **IMPORTANT:** Please provide supporting comments for all areas in which the goal was not met satisfactorily.

**RATING DEFINITIONS:**

Failing	Needs Improvement	Proficient	Distinguished
(0-2)	(3-4)	(5-8)	(9-10)

#### Evaluations

Evaluation is one of the most effective tools that board members have to measure and sharpen the skills of the superintendent. Tying the evaluation to annual goals brings more objectivity to the superintendent's performance report.

The board employs and evaluates one person — the superintendent — and holds that person accountable for district performance and compliance with written board policy. An effective school board develops and maintains a productive relationship with the superintendent. That relationship consists of mutual respect and a clear understanding of respective roles, responsibilities and expectations. It should be grounded in a thoughtfully crafted employment contract and job description along with procedures for communications and reliance upon written board policy.

The superintendent is the chief executive officer of the district. The board delegates authority to him or her to operate the district and provide leadership to staff. Delegating authority empowers the superintendent and staff to pursue board ends — its mission and goals — single mindedly and without hesitation. Having delegated the authority, the board has the responsibility to assure that the resources are in place to carry them out. The board also has the responsibility to monitor performance, ensuring that the district is making progress towards its ends and is in compliance with written board policy. The superintendent evaluation process is a highly visible and important monitoring process and is culminated in a vote of the board of satisfactory or unsatisfactory performance.

The goals format will provide the school board with a fresh look at superintendent evaluation. It is designed to assist the board and superintendent in fully developing their superintendent evaluation process — a process that should be fully owned and led collaboratively by the board of education and the superintendent. This allows the board to monitor superintendent performance, guide the district toward continuous improvement, and develop and maintain an effective, respectful relationship between the superintendent and the entire board of education.

Goal Description Comment	Failing	Needs Improv ement	Proficie nt	Disting uished
Gradient	(0-2)	(3-4)	(5-8)	(9-10)
<b>Goal 1: Oversee the improvement of the educational program</b>				
Comments				
			(9)	
Gradient	(0-2)	(3-4)	(5-8)	(9-10)
<b>Goal 2: Advance curriculum offerings</b>				
<ul style="list-style-type: none"> <li>- keep offering more A.P. classes 23/14</li> <li>- keep growing Dual enrollment...</li> <li>- where are we with Associates Degree program?</li> </ul>			(9)	
Gradient	(0-2)	(3-4)	(5-8)	(9-10)
<b>Goal 3: Advance the standing of Dunmore School District</b>				
Comments				
<ul style="list-style-type: none"> <li>- Publicity of the District needs to be grown especially with academics...</li> <li>Facebook, website, newspaper</li> <li>School Notes... from the</li> <li>Promoting of students and accomplishments...</li> </ul>			(8)	


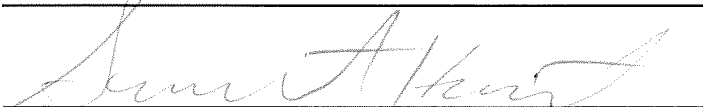
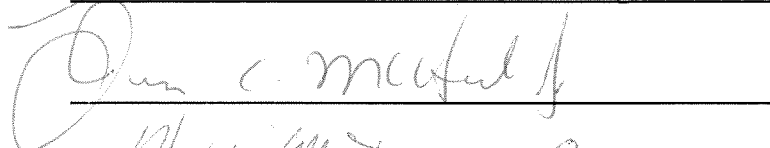


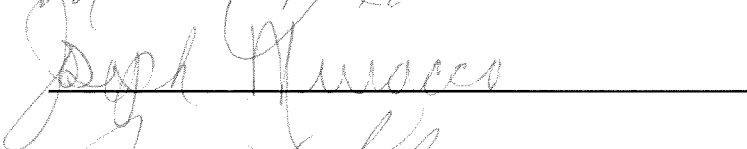


Gradient	(0-2)	(3-4)	(5-8)	(9-10)
<b>Goal 4: Continue to foster positive relationships with staff...</b>				
Comments				
<ul style="list-style-type: none"> <li>- Be together when need be with administration...</li> <li>- Principals attending work session</li> <li>- Lucas more of academic leadership role...</li> <li>- Secretarial Job Description??</li> <li>- Periodic updates on Admin in Building</li> </ul>			7.5	
Gradient	(0-2)	(3-4)	(5-8)	(9-10)
<b>Goal 5: Advance academic standing and career opportunities for students</b>				
Comments				
<ul style="list-style-type: none"> <li>- Continue Co-op program</li> <li>- more CTC involvement</li> <li>- Keep kids in loop on CTC offerings</li> <li>- more Supervision on Admin Staff</li> </ul>			9	
Gradient	(0-2)	(3-4)	(5-8)	(9-10)
<b>Goal 6: Continue to improve relations with the board</b>				
Comments				

- Policy Manual? - Keep Board involved in all "important" interaction.			(9)	
Gradient	(0-2)	(3-4)	(5-8)	(9-10)
<b>Goal 7: Continue to carefully monitor the financial expenditures of the school</b>				
Comments				
- Stay Frugal where needed - Allow Automette to run the show - Good Job with Covid / Career Act...			(7)	
Gradient	(0-2)	(3-4)	(5-8)	(9-10)
<b>Goal 8: Keep the public informed</b>				
Comments				
- we as a District could be doing a better job... - want to have more promoted in our district. - Delegate this to others			(8)	

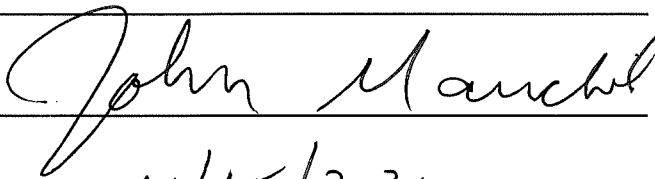
## OVERALL PERFORMANCE RATING

Satisfactory	<input checked="" type="checkbox"/>	Unsatisfactory	
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Evaluators' Signatures

Superintendent's Signature

  
 11/15/22

Date