

Superintendent Professional Growth and Effectiveness System (SPGES) Example Process

- Using the Superintendent Leadership Plan (SLP) – Superintendent conducts self-assessment and reflects on standards and indicators versus own performance levels.
- Individual board members use SLP to reflect on superintendent progress on standards and indicators versus performance levels – also consider previous areas of emphasis on earlier evaluations with experienced superintendents.
- Entire board and superintendent meet to discuss individual reflection/assessment results – (Some boards may prefer that results are compiled by board chair or board attorney and then discussed with superintendent).
- Identify commonalities and differences during formative discussion i.e. work session.
- Board and superintendent collectively develop area(s) of emphasis for Professional Growth Plan (PGP).
- Superintendent undertakes PGP and begins to collect and retain evidence toward area(s) of emphasis (standards) identified in PGP.
- Superintendent shares collected evidences with board throughout year to demonstrate efforts toward increased competencies in areas of emphasis.
- According to existing district timeline for superintendent evaluations, board considers and incorporates submitted superintendent evidences into superintendent annual performance evaluation using SPGES summative document.
- Board collectively determines superintendent performance levels in established areas of emphasis for annual evaluation.