

SUPERINTENDENT EVALUATION

DOMAINS

Domains reflect the framework for describing major aspects of the work of educators. Basically, domains are categories of job expectations and serve as logical clusters for those job expectations. In other words, domains are categories or placeholders for the superintendent's specific performance standards. The domains provide the framework for describing the major aspects of the job.

SUPERINTENDENT DOMAINS

Domain B: Leadership

Domain G: Policy and Governance

Domain A: Planning and Assessment

Domain L: Instructional Leadership

Domain M: Organizational Management

Domain C: Communications and Community Relations

Domain P: Professionalism

AMERICAN ASSOCIATION OF SCHOOL ADMINISTRATORS SUPERINTENDENT STANDARDS

AASA STANDARD	KEY DESCRIPTORS
Standard 1: Leadership and District Culture	Vision, academic rigor, excellence, Empowerment, problem solving
Standard 2: Policy and Governance	Policy formulation, democratic processes, Regulations
Standard 3: Communications and Community Relations	Internal and external communications, Community support, consensus building
Standard 4: Organizational Management	Data-driven decision making, problem Solving, operations management and Reporting
Standard 5: Curriculum Planning and Development	Curriculum planning, instructional design, Human growth and development
Standard 6: Instructional Management	Student achievement, classroom Management, instructional technology
Standard 7: Human Resources Management	Personnel induction, development, Evaluation, compensation, organizational Health
Standard 8: Values and Ethics of Leadership	Multicultural and ethnic understanding, Personal integrity and ethics.

■ 4-level rating scale

Superintendent Summative Evaluation

Superintendent

Academic Year

Directions: The evaluation is to be completed by the School Board as documentation of the superintendent's annual evaluation. Based upon evidence gathered through appropriate sources, select the rating for each job responsibility that most closely describes the superintendent's performance. Add comments where appropriate.

DOMAIN G: POLICY & GOVERNANCE

Performance Standards	Exceeds Expectations	Meets Expectations	Needs Assistance	Unsatisfactory
G-1 The superintendent works with the school board to develop and implement policies that define organizational expectations.				
G-2 The superintendent provides instructional vision for the school district, relying on support from staff as necessary when advising the school board.				
G-3 The superintendent oversees the administration of the school district's day-to-day operations.				
G-4 The superintendent works with all individuals, groups, agencies, committees, and organizations to provide and maintain schools that are safe and productive.				

Comments:

DOMAIN B: LEADERSHIP

Performance Standards	Exceeds Expectations	Meets Expectations	Needs Assistance	Unsatisfactory
B-1 The superintendent maintains a balance between constructive and defensive tendencies.				
B-2 The superintendent instructs and encourages others.				
B-3 The superintendent selects others who consistently demonstrate high level competencies and skills on the job.				
B-4 The superintendent establishes realistic goals for self and others.				
B-5 The superintendent gets people excited and committed to what could be done.				
B-6 The superintendent is passionate about public education and his/her work.				

Comments:

DOMAIN A: PLANNING & ASSESSMENT

Performance Standards	Exceeds Expectations	Meets Expectations	Needs Assistance	Unsatisfactory
A-1 The superintendent effectively employs various processes for gathering, analyzing, and using data for decision making.				
A-2 The superintendent organizes the collaborative development and implementation of a comprehensive plan based on analysis of data from a variety of sources.				
A-3 The superintendent plans, implements, supports, and assesses instructional programs that enhance teaching and student achievement of the state educational standards.				
A-4 The superintendent develops plans for effective allocation of fiscal and other resources.				

Comments:

DOMAIN M: ORGANIZATIONAL MANAGEMENT

Performance Standards	Exceeds Expectations	Meets Expectations	Needs Assistance	Unsatisfactory
M-1 The superintendent actively supports a safe and positive environment for students and staff.				
M-2 The superintendent develops procedures for working with the board of education that define mutual expectations, working relationships, and strategies for formulating district policies.				
M-3 The superintendent effectively manages human, material, and financial resources to ensure student learning and to comply with legal mandates.				
M-4 The superintendent demonstrates effective organizational skills to achieve school, community, and district goals.				
M-5 The superintendent implements sound personnel procedures in recruiting, employing, and retaining the best qualified and most competent teachers, administrators, and other personnel.				
M-6 The superintendent provides staff development for all categories of personnel consistent with individual needs, program evaluation results, and instructional improvement plans.				
M-7 The superintendent plans and implements a systematic employee performance evaluation system.				

Comments:

DOMAIN P: PROFESSIONALISM

Performance Standards	Exceeds Expectations	Meets Expectations	Needs Assistance	Unsatisfactory
P-1 The superintendent models professional, moral, and ethical standards as well as personal integrity in all interactions.				
P-2 The superintendent works in a collegial and collaborative manner with school personnel and the community to promote and support the mission and goals of the school district.				
P-3 The superintendent takes responsibility for and participates in a meaningful and continuous process of professional development that results in the enhancement of student learning.				
P-4 The superintendent provides service to the profession, the district, and the community.				

Comments:

DOMAIN C: COMMUNICATIONS & COMMUNITY RELATIONS

Performance Standards	Exceeds Expectations	Meets Expectations	Needs Assistance	Unsatisfactory
C-1 The superintendent promotes effective communication and interpersonal relations within the school district.				
C-2 The superintendent establishes and maintains effective channels of communication with board members and between the schools and community, strengthening support of constituencies and building coalitions.				
C-3 The superintendent works collaboratively with staff, families, and community members to secure resources and to support the success of a diverse student population.				
C-4 The superintendent creates an atmosphere of trust and mutual respect with staff, community & board.				

Comments:

DOMAIN L: INSTRUCTIONAL LEADERSHIP

Performance Standards	Exceeds Expectations	Meets Expectations	Needs Assistance	Unsatisfactory
L-1 The superintendent communicates a clear vision of excellence and continuous improvement consistent with the goals of the school district.				
L-2 The superintendent oversees the alignment, coordination, and delivery of assigned programs and/or curricular areas				
L-3 The superintendent selects, inducts, supports, evaluates, and retains quality instructional and support personnel.				
L-4 The superintendent provides staff development programs consistent with program evaluation results and school instructional improvement plans.				
L-5 The superintendent identifies, analyzes, and resolves problems using effective problem-solving techniques.				
L-6 The superintendent assesses factors affecting student achievement and serves as an agent of change for needed improvements.				

Comments:

Strengths:

Areas for Continuous Improvement:

Board Chairperson Signature:

Date: _____

Superintendent Signature:

Date: _____