## Feedback About the Superintendent

| My Superintendent: | Disagree | Do Not Know | Agree |
| --- | --- | --- | --- |
| 1. Brings out the best in employees
 | [ ]  | 6[ ]  | 18[ ]  |
| 1. Treats employees with fairness and respect
 | 1[ ]  | 3[ ]  | 20[ ]  |
| 1. Develops appropriate solutions (1)
 | [ ]  | 4[ ]  | 19[ ]  |
| 1. Identifies root causes of problems
 | 2[ ]  | 6[ ]  | 16[ ]  |
| 1. Treats employees with respect
 | [ ]  | [ ]  | 24[ ]  |
| 1. Demonstrates that employees are important to the success of the school district
 | [ ]  | 1[ ]  | 23[ ]  |
| 1. Provides a clear picture of where the school district is headed
 | [ ]  | [ ]  | 24[ ]  |
| 1. Can be trusted to make sensible decisions for the school district(1)
 | [ ]  | 4[ ]  | 19[ ]  |
| 1. Practices what they preach
 | [ ]  | 5[ ]  | 19[ ]  |
| 1. Inspires future success (1)
 | [ ]  | 3[ ]  | 20[ ]  |
| 1. Encourages my development
 | 1[ ]  | 5[ ]  | 18[ ]  |
| 1. Shows an eagerness to improve
 | [ ]  | 4[ ]  | 20[ ]  |
| 1. Sets a good example
 | 1[ ]  | 4[ ]  | 19[ ]  |
| 1. Develops innovative solutions
 | [ ]  | 5[ ]  | 19[ ]  |
| 1. Communicates effectively
 | [ ]  | 3[ ]  | 21[ ]  |
| 1. Understands our needs
 | 1[ ]  | 5[ ]  | 18[ ]  |
| 1. Is committed to school goals
 | [ ]  | 2[ ]  | 22[ ]  |
| 1. Effectively resolves department conflicts
 | 1[ ]  | 13[ ]  | 10[ ]  |
| 1. Evaluates all options before acting
 | 1[ ]  | 6[ ]  | 17[ ]  |
| 1. Sets challenging performance goals
 | 1[ ]  | 5[ ]  | 18[ ]  |
| 1. Rewards people according to their accomplishments
 | 3[ ]  | 10[ ]  | 11[ ]  |
| 1. Holds employees accountable for the work that they do
 | [ ]  | 5[ ]  | 19[ ]  |
| 1. Provides me with adequate feedback (1)
 | 4[ ]  | 6[ ]  | 13[ ]  |
| 1. Offers me the flexibility I want
 | [ ]  |  8[ ]  | 16[ ]  |
| 1. Leads by example
 | [ ]  | 5[ ]  | 19[ ]  |
| 1. Accepts constructive criticism
 | [ ]  | 11[ ]  | 13 [ ]  |
| 1. Has a clear idea of my job responsibilities
 | [ ]  | 2[ ]  | 22[ ]  |
| 1. Provides the equipment I need to do my job well (1)
 | 3[ ]  | 3[ ]  | 17[ ]  |
| 1. Establishes clear expectations
 | [ ]  | 2[ ]  | 22[ ]  |
| 1. Supports the use of technology in the workplace
 | [ ]  | 2[ ]  | 22[ ]  |
| 1. Enables me to be more effective in my job
 | 1[ ]  | 3[ ]  | 20[ ]  |
| 1. Thinks through alternatives
 | [ ]  | 8[ ]  | 16[ ]  |
| 1. Makes good use of my skills and abilities
 | 1[ ]  |  3[ ]  |  20[ ]  |
| 1. Provides the necessary resources to perform my job
 | 2[ ]  | 2[ ]  | 20[ ]  |
| 1. Sets high standards for others
 | [ ]  | 3[ ]  | 21[ ]  |
| 1. Sets high standards for themselves
 | [ ]  | 4[ ]  | 20[ ]  |
| 1. Allows me to obtain necessary training
 | 2[ ]  | 1[ ]  | 21[ ]  |
| 1. Supports my professional development
 | 1[ ]  | 2[ ]  | 21[ ]  |
| 1. Encourages creative and innovative solutions
 | 1[ ]  | 5[ ]  | 18[ ]  |
| 1. Recognizes when I do a good job (1)
 | 2[ ]  | 5[ ]  | 16[ ]  |
| 1. Effectively settles disciplinary problems
 | [ ]  | 8[ ]  | 16[ ]  |
| 1. Is well informed
 | [ ]  | 5[ ]  | 19[ ]  |
| 1. Handles disruptive employees effectively
 | [ ]  | 10[ ]  | 14[ ]  |
| 1. Is open-minded
 | 2[ ]  | 7[ ]  | 15[ ]  |
| 1. Communicates decisions with confidence
 | [ ]  | 1[ ]  | 23[ ]  |
| 1. Gives good, practical advice
 | [ ]  | 4[ ]  | 20[ ]  |
| 1. Asks for my input to help make decisions
 | 4[ ]  | 3[ ]  | 17[ ]  |
| 1. Recognizes employees for good work
 | 1[ ]  | 8[ ]  | 15[ ]  |
| 1. Challenges the abilities of employees
 | 1[ ]  | 3[ ]  | 20[ ]  |
| 1. Explores new and exciting opportunities (1)
 | 1[ ]  | 5[ ]  | 17[ ]  |
| 1. Expects and demands superior job performance
 | [ ]  | 2[ ]  | 22[ ]  |
| 1. Evaluates performance of administrative functions
 | [ ]  | 6[ ]  | 18[ ]  |
| 1. Fosters loyalty in employees
 | 2[ ]  | 9[ ]  | 13[ ]  |
| 1. Applies policies and regulations fairly
 | [ ]  | 3[ ]  | 21[ ]  |
| 1. Develops new strategies
 | 1[ ]  | 8[ ]  | 15[ ]  |
| 1. Considers innovative solutions to problems
 | 1[ ]  | 6[ ]  | 17[ ]  |

ADDITIONAL COMMENTS: