## 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: