

HLWW Superintendent Evaluation

2020-21 Summary

A. General Superintendent Responsibilities

1. Provides leadership for District's educational programs, staff development programs, and curriculum development to provide the best learning environment for the students.
4.50/6 – Exceeds Expectations
2. Informs and advises the Board about programs, practices, and problems of the District and keeps the Board informed of the activities operating under the Board's authority.
4.80/6 – Exceeds Expectations
3. Presents the educational needs of the District to the School Board, recommending need for new or revised policies and staffing recommendations for Board decisions.
4.50/6 – Exceeds Expectations
4. Acts as liaison between the community and the School District and responds to concerns of parents, students, citizens, and staff to increase understanding of policies and practices to keep them informed and involved with School District activities.
3.83/6 – Meets Expectations
5. Oversees all financial operations of the District and prepares, presents, and recommends the various budgets to the School Board.
4.50/6 – Exceeds Expectations
6. Interprets employee proposals to the board and recommends adjustments of employee policies and salary structures.
4.00/6 – Exceeds Expectations
7. Institutes and updates a comprehensive strategic planning process, including short-term and long-term planning, District goals, and instructional goals.
3.67/6 – Meets Expectations
8. Establishes and maintains good relationships with agencies and personnel outside the District in order to promote the best interest of the District through contact with legislators, other superintendents, local governmental leaders, etc.
4.33/6 – Exceeds Expectations
9. Maintains and improves effective Board/Superintendent relations by periodically reviewing and upgrading performance through joint seminars and training sessions.
4.33/6 – Exceeds Expectations
10. Is ultimately accountable for all aspects of School District operation.
4.33/6 – Exceeds Expectations

B. **Leadership / Interpersonal Traits** – comments shared by board members and staff are placed in Superintendent's final comprehensive evaluation.

C. **Considerations for improvement / position description modifications recommended** – comments shared by board members are placed in Superintendent's final comprehensive evaluation.

D. **Overall Rating** - 4.28 Exceeds Expectations

Evaluation Committee Representative _____ Date _____

Employee _____ Date _____