

SUPERINTENDENT'S EVALUATION TOOL

District Goals/Strategic Plan

Suggested Response Scale

1. Academics & Instruction

4 – Exceeds Expectations

- Student achievement demonstrates significant growth beyond district and state expectations.
- Instructional leadership results in measurable improvements across multiple student groups.
- Effective systems are in place for curriculum, assessment, intervention, and professional learning.
- District consistently uses data to improve instruction and close achievement gaps.
- District is recognized for innovative instructional practices and continuous improvement.

3 – Meets Expectations

- Student achievement goals are met or substantial progress is demonstrated.
- Curriculum, instruction, and assessment are aligned with district goals.
- Professional learning supports effective classroom instruction.
- Data are regularly used to monitor and improve student learning.
- Improvement efforts are sustained and aligned with board priorities.

2 – Approaching Expectations

- Some academic goals are met, while others show inconsistent progress.
- Improvement initiatives are implemented but lack consistency or measurable impact.
- Data systems or instructional supports need strengthening.
- Achievement gaps remain largely unchanged.

1 – Needs Significant Improvement

- Academic performance shows little improvement or declines.
- District lacks coherent instructional direction.
- Student performance data are not effectively used.
- Board priorities for student achievement are not being addressed.

2. Culture & Character

4 – Exceeds Expectations

- District culture consistently reflects trust, respect, safety, belonging, and high expectations.
- Staff morale and retention are exceptionally strong.
- Students demonstrate positive behavior, leadership, and strong character.
- Families and community members report high confidence in district leadership.
- Systems proactively support student well-being and positive school climate.

3 – Meets Expectations

- Positive and respectful culture is evident throughout the district.
- Student behavior and attendance meet district expectations.

- Staff engagement is positive.
- Family and community partnerships support district goals.
- Character education and student supports are consistently implemented.

2 – Approaching Expectations

- Culture varies among schools.
- Staff or student climate concerns require additional attention.
- Community engagement is inconsistent.
- Improvement efforts are underway but not yet producing consistent results.

1 – Needs Significant Improvement

- Significant concerns exist regarding school climate or culture.
- Staff morale is low or turnover is increasing.
- Student behavior, attendance, or safety concerns negatively affect learning.
- Community confidence is declining.

3. Budget & Finance

4 – Exceeds Expectations

- District demonstrates exceptional financial stewardship.
- Budget decisions are strategically aligned with board priorities and student outcomes.
- Long-range financial planning ensures sustainability.
- Internal controls are exemplary, audits are clean, and resources are maximized.
- District successfully pursues grants, efficiencies, or partnerships that enhance services.

3 – Meets Expectations

- Budget is balanced and aligned with district goals.
- Financial reports are accurate, timely, and transparent.
- District maintains appropriate fund balances.
- Audit findings are minimal or promptly corrected.
- Resources are effectively managed to support student learning.

2 – Approaching Expectations

- Financial management generally meets expectations but improvements are needed.
- Budget planning lacks long-term focus.
- Some audit recommendations remain unresolved.
- Resource allocation is not consistently aligned with strategic priorities.

1 – Needs Significant Improvement

- Financial practices place district stability at risk.
- Budget management fails to support board priorities.
- Significant audit findings or internal control concerns exist.
- Financial reporting lacks accuracy or transparency.