

EVALUATION OF THE SUPERINTENDENT

Superintendent: _____ Date: _____

- 4= Distinguished- *Evidence of practice at a qualitatively different level from other ESD superintendents; demonstrating the highest level of expertise, professional growth, and collaborative practice.*
- 3= Proficient- *Evidence of thorough knowledge of all aspects of the position through successful, accomplished, professional, and effective practice.*
- 2= Basic- *Developing understanding of the knowledge and skills required, but performance is inconsistent over time due to a lack of experience, expertise, and/or commitment. Minimally competent for entry period of 1-2 years.*
- 1= Unsatisfactory- *Evidence of not understanding the concepts underlying criteria/components. Ineffective and/or inefficient practice that may be harmful to operations.*

1) Board Relations and Governance:

	Unsatisfactory			
		Basic		
			Proficient	
				Distinguished
	1	2	3	4

- Keeps the Board informed on issues, needs, and operation of the NWESD 189.
- Develops and provides professional recommendations to the Board on items requiring Board action.
- Recommends, interprets, administers, and supports the intent of Board policy.
- Seeks and accepts constructive feedback of performance.
- Promotes a harmonious, impartial working relationship with the Board.
- Actively promotes understanding and respect between the staff and the Board.
- Assists the Board in the formation of NWESD 189 priorities and goals.
- Provides regular reports to the Board on goal achievement progress.
- Develops and works to achieve operational goals that reflect the Board/NWESD 189 goals.

Comments (*Unsatisfactory* or *Distinguished* ratings require explanation):

	Unsatisfactory	Basic	Proficient	Distinguished
	1	2	3	4
2) Personnel Relationships:				
<ul style="list-style-type: none"> • Promotes sound personnel procedures and practices. • Promotes positive staff morale and loyalty to the organization. • Sets high expectations for the performance of all personnel • Encourages participation of staff in decision-making and problem-solving, as appropriate. • Keeps the Board informed of overall departmental and organizational strengths and areas for growth and improvement. 				

Comments (*Unsatisfactory* or *Distinguished* ratings require explanation):

	Unsatisfactory	Basic	Proficient	Distinguished
	1	2	3	4
3) Business and Finance:				
<ul style="list-style-type: none"> • Monitors the expenditure of all funds through adequate control/accepted accounting procedures and provides meaningful reports to the Board, including management implications. • Evaluates financial needs and makes recommendations to the Board. • Recommends budgets, within projected revenue, that consider the needs of the NWESD 189. • Provides leadership in planning and maintenance of facilities and equipment that assure a safe and effective environment. 				

Comments (*Unsatisfactory* or *Distinguished* ratings require explanation):

Unsatisfactory	Basic	Proficient	Distinguished
1	2	3	4

4) Ethical Leadership:

- Maintains high standard of ethics, honesty, integrity, and good judgment.
-
- Promotes the role of education in a democratic society.
- Promotes a personal and organizational commitment to equity, diversity, and inclusion.
- Directs the NWESD 189 to serve the best interest of regional school districts and the students they serve.
- Devotes time and energy effectively to the job.
- Demonstrates ability to work well with individuals and groups utilizing and modeling the NWESD 189 Operating Principles.
- Communicates clearly and authentically with individuals and groups.
- Maintains professional proficiency and development; models continuous learning and growth.

Comments (*Unsatisfactory* or *Distinguished* ratings require explanation):

5) **External Leadership:**

Unsatisfactory
Basic
Proficient
Distinguished
1 2 3 4

- Establishes and maintains effective relationships with regional districts, community partners, and other stakeholders.
- Advocates decision-makers (e.g., SBE, legislators, PESB, OSPI) on behalf of member district interests.
- Serves as a resource to education policy makers, individually and collectively, through timely and thorough responses to requests for information/feedback.
- Develops and maintains positive relationships with educational partners (e.g., ESDs, OSPI, PESB, SBE).
- Contributes to the growth and success of the AESD network.

Comments (*Unsatisfactory* or *Distinguished* ratings require explanation):

Overall Summative Rating:

__ **Unsatisfactory** __ **Basic** __ **Proficient** __ **Distinguished**

Superintendent	(date)	Board Director
		Board Director
		Board Director
Board Director		Board Director
Board Director		Board Director
Board Director		Board Director