

2024-2025 Superintendent Evaluation

Dr. Brian Blaum- Delaware Valley School District

Purpose: to evaluate the superintendent's performance during the 2024-2025 school year so the board can:

- 1) acknowledge the successes of 2024-2025 and
- 2) help the superintendent improve his performance going forward

The 6 categories below each have statements to assist you in your efforts to evaluate the superintendent in that category.

I. Leadership

- The organization runs smoothly on a daily basis.
- The superintendent shows vision and long-range planning.
- The superintendent leads effectively in crisis situations.
- The superintendent works hard to recruit and retain the best staff possible.
- The superintendent knows and interacts with our employees.
- The superintendent interacts with our students.

II. Academics and Co-Curricular Activities

- The district is recognized for academic success.
- The district is recognized for co-curricular success.
- There is a strategic plan to improve our programs.
- The district is transparent with its performance data.
- The superintendent is actively involved in our improvement efforts.

III. Finance and Operations

- The financial operations (budget, payroll, benefits) run smoothly.
- The district is in good financial shape.
- The district has unqualified audits.
- The facilities are attractive and well-maintained.
- The facility projects come in on-time and on or under budget.

IV. Communication and Community Relations

- The superintendent is a good communicator both orally and in writing.
- The superintendent has good relations with community leaders.
- The superintendent is approachable.
- The superintendent is visible around the district.
- The students and parents know the superintendent.

V. Board Relations

- The superintendent communicates effectively with the Board.
- The superintendent keeps the Board informed about hot-button issues.
- The superintendent tries to shield the Board from controversy.
- The superintendent is receptive to suggestions and feedback from the Board.
- The development of Board meeting/work session agendas have improved.
- I am proud that he is our superintendent.

VI. Ethics and Professionalism

- The superintendent is truthful.
- The superintendent tells people no in a polite and respectful way.
- The superintendent looks and acts professionally.
- The superintendent is consistent with his decisions regardless of the players.
- The superintendent represents us well on the local and state levels.

| Category | Met performance Standard? |
|--|----------------------------------|
| Leadership | YES |
| Academics and Co-Curricular Activities | YES |
| Finance and Operations | YES |
| Communications and Community Relations | YES |
| Board Relations | YES |
| Ethics and Professionalism | YES |