

## Information about the DVSD Superintendent Performance Evaluation Form

Evaluation of the district superintendent is a critical responsibility of the board of school directors. Boards should continuously monitor the superintendent in a number of key areas; including his ability to achieve annually determined desired outcomes for the district. According to researchers Orlikoff and Totten, the purposes and benefits of an effective evaluation process include:

- Linking compensation to CEO (Chief Educational Officer) performance and providing an objective basis for recognizing and rewarding excellent performance
- Focusing the CEO's activities on the organization's (district's) mission and strategic plan
- Providing a mechanism to assess how effectively the CEO has implemented board policies and decisions
- Providing a basis for future CEO performance expectations
- Facilitating coordination and teamwork among the organization's leadership
- Creating a formal system for CEO professional and personal development
- Communicating board expectations of the CEO
- Establishing parameters for CEO performance that enable the board to retain, provide constructive feedback regarding CEO professional and personal performance, and if necessary, quickly and appropriately terminate the CEO

This evaluation tool allows boards to evaluate CEO performance by considering professional competency in the areas of Academics and Co-Curricular Activities, Organizational Leadership, District Operations and Financial Management, Communication and Community Relations, Board Relations, and Professionalism. The evaluation tool also encourages school boards to work collaboratively with the superintendent to develop annual goals that may be associated with immediate and longer-term strategic planning and district improvement initiatives.

Proactively implementing and utilizing a structured evaluation tool such as this promotes a clear line of communication between the CEO and the school board that clarifies expectations while providing for a defensible and clear assessment of overall performance.

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**Superintendent's Name** Dr. John Bell

**School Year** 2017-2018

**Dr. Bell met or exceeded all standards and expectations.**

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## Objective Performance Standards

### **Academics and Co-Curricular Activities**

*Superintendent uses multiple data sources to assess student success and growth as appropriate, specific to needs within the district and as determined annually in collaboration with the board of school directors.*

### **Organizational Leadership**

*Superintendent has worked collaboratively to develop a vision for the district, displays an ability to identify and rectify problems affecting the district, works collaboratively with district administration to ensure best practices for instruction, supervision, curriculum development, and management are being utilized, works to influence the climate and culture of the district.*

### **District Operations and Financial Management**

*Superintendent manages effectively, ensuring completion of activities associated with the annual budget; overseeing distribution of resources in support of district priorities; and directing overall operational activities within the district.*

### **Communication and Community Relations**

*Superintendent communicates with and effectively engages the staff, students, and members of the community, clearly articulating district goals and priorities, addressing local and broader issues affecting the district, and building support for district initiatives, programs and short/long-range plans.*

### **Board Relations**

*Superintendent communicates with and effectively engages the board of school directors in high-level activities related to governance.*

### **Professionalism**

*Superintendent models professional decision-making processes and ethical standards consistent with the values of Pennsylvania's public education system as well as that of the local community. Superintendent additionally works to individually reflect upon her/his effectiveness within the role, and works to improve effectiveness through the use of professional development literature and activities.*

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### **Annual Goals**

This form provides the superintendent with an opportunity to update the Board on the status of annual performance goals. Annual performance goals should be mutually determined at the beginning of the evaluation cycle by the board/superintendent team. Annual performance goals may support personal professional development of the superintendent, or may be derived from the long and short-term priorities and needs within the district.