



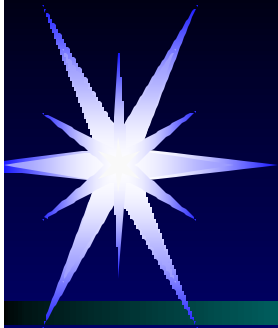
Superintendent & Principal Evaluation Resources

Developed by:

American Association of School Administrators

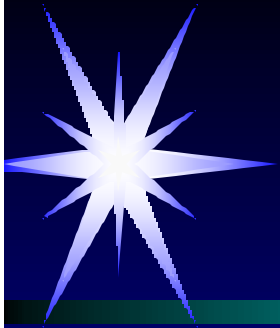
Chittenden South and Addison Central

Supervisory Unions



The Board's Role in Effectively Evaluating the Superintendent

- ✍ Supervisory Union/District Boards should use the following AASA standards when developing the superintendent evaluation instrument and process.
- ✍ The superintendent should annually develop and be evaluated on goals based on the job description and board expectations.



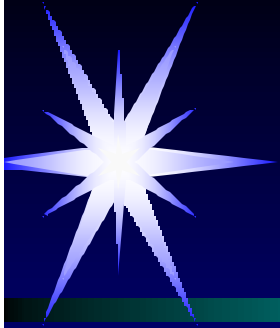
Overall Standards

 **Leadership & District Culture**

 **Policy & Governance**

 **Communication & Community Relations**

 **Organizational Management**



Overall Standards

 **Curriculum Planning & Development**

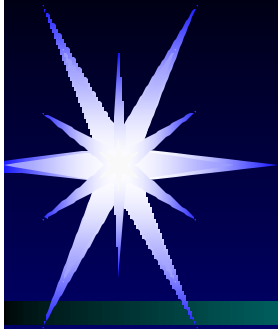
 **Instructional Management**

 **Human Resources Management**



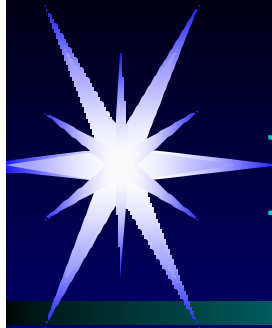
Leadership & District Culture

- ✍ **Written vision**
- ✍ **Awareness for international issues**
- ✍ **Promote academic rigor for students/staff**
- ✍ **Maintain personal & emotional wellness**



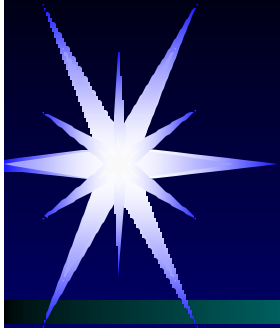
Leadership & District Culture

- ✍ **Empower others for high performance**
- ✍ **Build self-esteem in staff & students**
- ✍ **Exhibit creative problem solving**
- ✍ **Promote & model risk taking**



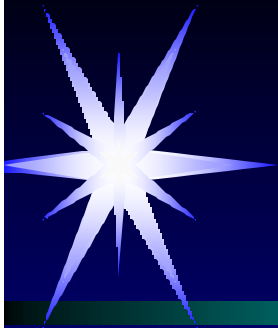
Leadership & District Culture

- ✍ **Respect & encourage diversity**
- ✍ **Manage time effectively**
- ✍ **Conduct school climate assessments**
- ✍ **Facilitate planning**



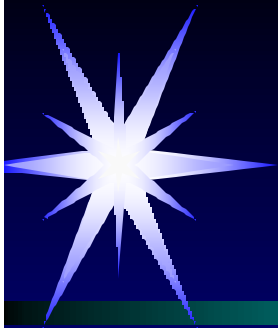
Policy and Governance

- ✍ Describe public school governance
- ✍ Facilitate strong board-superintendent relationships
- ✍ Formulate policy for internal and external programs



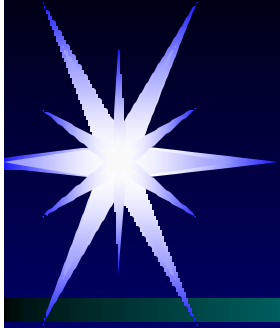
Policy and Governance

- ✍ Link local policy to state and federal requirements
- ✍ Outline procedures to avoid civil and criminal liabilities



Communications and Community Relations

- ✍ Articulate vision, mission & priorities to media
- ✍ Build community support for district priorities

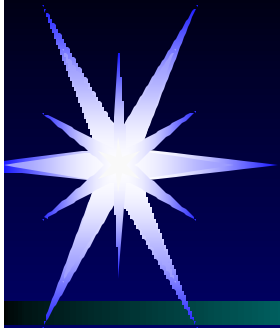


Technology Standards

 **Leadership and Vision**

 **Learning and Teaching**

 **Productivity and Professional Practice**



Technology Standards

 **Support, Management and Operations**

 **Assessment and Evaluation**

 **Social, Legal and Ethical Issues**