



Superintendent Performance Evaluation Form

JCS-Inc. Form

Section I. DECISION MAKING / JUDGMENT

	Outstanding	Exceeds Expectations	Meets Expectations	Fails to Meet Requirements	Unsatisfactory
Decisions are consistently well researched and appropriate.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments in support of rating:</i>					

	Outstanding	Exceeds Requirements	Satisfactory	Fails to Meet Requirements	Unsatisfactory
Decisions are made in a timely basis.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments in support of rating:</i>					

	Outstanding	Exceeds Requirements	Satisfactory	Fails to Meet Requirements	Unsatisfactory
Board input is sought when appropriate.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments in support of rating:</i>					

	Outstanding	Exceeds Requirements	Satisfactory	Fails to Meet Requirements	Unsatisfactory
Overall Rating:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

PLANNING/ORGANIZATION SKILLS

	Outstanding	Exceeds Requirements	Satisfactory	Fails to Meet Requirements	Unsatisfactory
Consistently exercises effective planning techniques for the attainment of Board/District goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments in support of rating:</i>					

	Outstanding	Exceeds Requirements	Satisfactory	Fails to Meet Requirements	Unsatisfactory
Sets challenging goals that are in line with Board direction.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments in support of rating:</i>					

	Outstanding	Exceeds Requirements	Satisfactory	Fails to Meet Requirements	Unsatisfactory
Exhibits a structured and organized approach, both short and long term, in planning and implementation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments in support of rating:</i>					

	Outstanding	Exceeds Requirements	Satisfactory	Fails to Meet Requirements	Unsatisfactory
Demonstrates good forward thinking/ planning skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments in support of rating:</i>					

	Outstanding	Exceeds Requirements	Satisfactory	Fails to Meet Requirements	Unsatisfactory
Overall Rating:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

COMMUNICATION SKILLS

	Outstanding	Exceeds Requirements	Satisfactory	Fails to Meet Requirements	Unsatisfactory
Demonstrates effective written communication skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments in support of rating:

	Outstanding	Exceeds Requirements	Satisfactory	Fails to Meet Requirements	Unsatisfactory
Demonstrates effective oral communication skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments in support of rating:

	Outstanding	Exceeds Requirements	Satisfactory	Fails to Meet Requirements	Unsatisfactory
Provides effective Board communication.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments in support of rating:

	Outstanding	Exceeds Requirements	Satisfactory	Fails to Meet Requirements	Unsatisfactory
Overall Rating:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

LEADERSHIP

	Outstanding	Exceeds Requirements	Satisfactory	Fails to Meet Requirements	Unsatisfactory
Instills confidence, trust, and exhibits capable and responsive management.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments in support of rating:</i>					
Promotes teamwork and a collaborative work environment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments in support of rating:</i>					
Builds an effective and cohesive staff.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments in support of rating:</i>					
Creates an environment which supports risk-taking, when appropriate.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Comments in support of rating:</i>					
Overall Rating:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section II.



Assessment of annual performance against goals and objectives:

GOAL AREA	Not Enough Rater Information	Outstanding	Proficient	Needs Improvement
GOAL 1				
GOAL 2				
GOAL 3				
GOAL 4				
GOAL 5				

Section III.

Overall Performance: (Overall summary of individual and/or organizational performance, unique events/challenges. Include comments as appropriate, on developmental areas.)

Board Member: _____

Date: _____