

SUPERINTENDENT PERFORMANCE

EVALUATION TOOL

Evaluation Tool

Distinguished

- * Performance is clearly outstanding**
- * Performance is superior, far exceeding expectations**
- * Performance is exceptional on a regular or continuous basis - the Superintendent far out performs relative to minimum expectations**

Proficient

- * Adequately performs all functions within the role, meeting or occasionally exceeding expectations**
- * Performance is adequate, meeting, or occasionally exceeding standards or expectations generally associated with performance**

Needs Improvement

- * Periodically fails to meet expectations associated with assigned tasks, targeted goals, or professional competencies**
- * Performance is less than adequate on a periodic or frequent basis - the Superintendent may be developing within the position, but needs improvement to be considered proficient**

Failing

- * Performance is below acceptable levels**
- * Fails to meet most expectations associated with the role of Superintendent - substantial professional improvement is needed before the Superintendent can be considered proficient in the role**

1. Evaluator's Name and Date Completed: *

Board Interaction

2. Communicates clearly and adequately about issues, needs, and operations of the Clarion-Limestone School District and provides sufficient materials and information for Board decision-making. *

- Distinguished
- Proficient
- Needs Improvement
- Failing
- Not enough knowledge/interaction to provide feedback

3. Offers professional advice on items requiring Board action, with appropriate recommendations based on thorough analysis.

- Distinguished
- Proficient
- Needs Improvement

- Failing
- Not enough knowledge/interaction to provide feedback

4. Interprets and implements policies, regulations, and directives of the Clarion-Limestone School District and the Pennsylvania Department of Education. *

- Distinguished
- Proficient
- Needs Improvement
- Failing
- Not enough knowledge/interaction to provide feedback

5. Accepts responsibility for maintaining liaison between the Board and Clarion-Limestone personnel. *

- Distinguished
- Proficient
- Needs Improvement
- Failing
- Not enough knowledge/interaction to provide feedback

6. Works in conjunction with the solicitor and other service agencies on pertinent legal and legislative issues. *

- Distinguished
- Proficient
- Needs Improvement
- Failing
- Not enough knowledge/interaction to provide feedback

Business and Community Professional Interaction

7. Is active in business and community groups and organizations. *

- Distinguished
- Proficient
- Needs Improvement
- Failing
- Not enough knowledge/interaction to provide feedback

8. Works with various publics to appraise, communicate, and address present and future educational needs of the community. *

- Distinguished
- Proficient
- Needs Improvement
- Failing
- Not enough knowledge/interaction to provide feedback

9. Plans and administers a program of public relations for the Clarion-Limestone School District. *

- Distinguished
- Proficient
- Needs Improvement
- Failing
- Not enough knowledge/interaction to provide feedback

10. Attends professional meetings, conferences, and conventions where his/het presence can be of benefit to the Clarion-Limestone School District. *

- Distinguished
- Proficient
- Needs Improvement
- Failing
- Not enough knowledge/interaction to provide feedback

Leadership and Personal Qualities

11. Is self-directed and uses good judgement in taking appropriate action on issues, projects, and programs that may involve the Clarion-Limestone School District. *

- Distinguished
- Proficient
- Needs Improvement
- Failing
- Not enough knowledge/interaction to provide feedback

12. Maintains high standards of ethics, honesty, and integrity in personal and professional matters. *

- Distinguished
- Proficient
- Needs Improvement
- Failing
- Not enough knowledge/interaction to provide feedback

13. Devotes time and energy in the fulfillment of role responsibilities. *

- Distinguished
- Proficient
- Needs Improvement
- Failing
- Not enough knowledge/interaction to provide feedback

16. Communicates effectively with school districts on pertinent issues. *

- Distinguished
- Proficient
- Needs Improvement
- Failing
- Not enough knowledge/interaction to provide feedback

14. Demonstrates ability to work well with individuals and groups. *

- Distinguished
- Proficient
- Needs Improvement
- Failing
- Not enough knowledge/interaction to provide feedback

15. Develops organizational/program goals and effectively utilizes resources to accomplish objectives. *

- Distinguished
- Proficient
- Needs Improvement
- Failing
- Not enough knowledge/interaction to provide feedback

16. Communicates effectively with school districts on pertinent issues. *

- Distinguished
- Proficient
- Needs Improvement
- Failing
- Not enough knowledge/interaction to provide feedback

17. Involves others in the decision-making process while maintaining responsibility for the final decisions. *

- Distinguished
- Proficient
- Needs Improvement
- Failing
- Not enough knowledge/interaction to provide feedback

18. Makes appropriate recommendations to the Board for recruiting and selecting staff, as well as, having qualified personnel fill vacancies in authorized positions. *

- Distinguished
- Proficient
- Needs Improvement
- Failing
- Not enough knowledge/interaction to provide feedback

Business and Finance

19. Evaluates organizational needs and translates them into financial recommendations. *

- Distinguished
- Proficient
- Needs Improvement
- Failing
- Not enough knowledge/interaction to provide feedback

20. Recommends fair and effective resource allocation utilizing state, federal, and grant resources whenever possible and maintains competent and efficient fiscal operations. *

- Distinguished
- Proficient
- Needs Improvement
- Failing
- Not enough knowledge/interaction to provide feedback

Additional Comments:

Thank you for providing your feedback. To complete the survey, please click SUBMIT below.

June 1, 2023