

2019-20 Superintendent Evaluation

Domain 1 – Results (student growth data – N/A for 2019-20)

Domain 2 – Leadership

- **Vision for Learning and Achievement**
 - Mission and Vision
 - Goals and Expectations
- **Culture for Learning**
 - Values, Beliefs, Principles, and Diversity
 - Language, Traditions, Celebrations, and Stories
- **Leadership Behavior**
 - Informed and Current
 - Strategic and Systemic
 - Fair, Legal, Honest, and Ethical
 - Adaptive and Resilient

Overall Rating Domain 2: HE (3.86)

Domain 3 – Systems

- **High Quality and Reliability Instructional Program**
 - Guaranteed and Viable Curriculum
 - Evidence Based and Differentiated Instruction
 - Standards Based Assessment and Feedback
 - Technology to Expand Learning Opportunity
- **Safe, Effective, Efficient Programs and Services**
 - Laws, Policies, and Regulations
 - Processes and Procedures
 - Resource Allocation and Management
 - Personnel Policies and Practices
 - Non-Instructional Technology

Overall Rating Domain 3: E (3.43)

Domain 4 – Processes

- **Community Building**
 - Board Relations
 - Leadership Team Relations
 - Internal and External Stakeholder Relations
 - Communications and Media Relations
- **School and District Improvement**
 - Collaborative Inquiry
 - Systematics Use of Multiple Data Sources
 - Data Systems
 - Aligned Improvement, Monitoring, and Reporting

Overall Rating Domain 4: E (3.43)

Domain 5 – Capacity

- **Human Development**
 - Professional Learning
 - Leadership Development
 - Performance Evaluation
 - Productivity
- **Contextual and Political**
 - Contextual and Political Awareness
 - Education and Advocacy

Overall Rating Domain 5: HE (4.0)

Overall Rating: HE (3.63)