

**Monte Vista School District
Summative Evaluation Report for Superintendent**

Superintendent: _____

Evaluators: Board of Education, Monte Vista C-8

Evaluation Date: _____

Remediation Plan Implemented (circle one): Yes No

Scoring Key:

- 1- The superintendent is **below district standard** in demonstrating the desired action or skill.
- 2- The superintendent is **at district standard** in demonstrating the desired action or skill.
- 3- The superintendent is **above district standard** in demonstrating the desired action or skill.

Note: Any rating below 2 (district standard) will be explained.

Ratings

Performance Area A - Leadership

- A1. Implements and maintains the district's vision and mission statement. _____
- A2. Maintains a positive environment for the district. _____
- A3. Demonstrates optimism and enthusiasm. _____

Performance Area B - Personnel Management

- B1. Treats staff in a professional manner. _____
- B2. Holds staff accountable as professionals. _____
- B3. Supervises the procedures for appointment, transfer, or discharge of staff members. _____
- B4. Implements the evaluation process in a fair, professional, and credible manner. _____

Performance Area C - Curriculum and Instruction

- C1. Serves as the district's educational leader. _____
- C2. Ensures that effective curriculum and textbooks are recommended to the board for approval. _____
- C3. Ensures that effective instruction techniques are used by teachers of the district. _____
- C4. Ensures that district curriculum and instruction methods are developed using staff and improvement team input. _____

C5. Ensures that district curriculum and instruction are based on sound educational research. _____

Performance Area D - Fiscal Management

D1. Maintains fiscally sound operation of the district. _____

D2. Prepares and administers the district budget in accordance with Colorado statute. _____

D3. Prioritizes the use of district funds. _____

Performance Area E - Community Relations

E1. Ensures that a partnership among all segments of the educational community (board, administration, teachers, classified staff, students, parents, and community) is established to develop and maintain a successful school district. _____

E2. Involved in community activities. _____

Performance Area F - Organization and Planning

F1. Ensures district improvement plan is developed and implemented. _____

F2. Interprets the needs of the district to the board and improvement team. _____

F3. Demonstrates sound organizational skills. _____

F4. Demonstrates short and long range planning skills. _____

F5. Involves all members of the educational community in planning for district improvement. _____

Performance Area G - Communication

G1. Demonstrates effective oral and written communication skills. _____

G2. Demonstrates effective listening skills. _____

G3. Provides appropriate information about the district to the board, improvement team, staff and community. _____

Performance Area H - General District Operation

H1. Manages the district's day to day operations. _____

H2. Presents and recommends policy and procedure options to the board when circumstances require the board to adopt new policies or revise existing policies. _____

H3. Ensures that district policies and procedures are followed. _____

Strengths:

Professional Growth Plan:

Remediation Plan (if necessary):

Superintendent Signature/Date: _____

Board President Signature/Date: _____

(The signature of the superintendent does not necessarily constitute agreement with the contents of the evaluation. Written comments to the report may be attached by the superintendent.)