

Superintendent's Performance Responsibilities

- Collaboratively evaluates and modifies as necessary the district's vision of learning ensuring that it promotes success of all students and is based on relevant knowledge and current theories.
- Evaluates and modifies as necessary initiatives as well as the overall impact of the vision.
- Evaluates and modifies as necessary context-appropriate strategies as a part of a continuous process of improvement in the district.
- Collaboratively, with district leadership, continuously monitors and evaluates for sustained improvement and growth of all students with increased expectations.
- Ensures ongoing evaluation on the impact of applied professional learning.
- Has a systemic process for ongoing improvement of facilities, equipment, supplies. Structures, policies, and procedures to ensure the district's vision, mission, and goals are achieved.
- Engages board in information needed for good decision making.
- Conducts ongoing evaluation and development of district leadership and staff (including succession planning) in order to increase their collective commitment to district priorities and educational equity.
- Utilizes systemic processes to ensure ongoing development and continuous improvement of policies and procedures for the effective, legal, and equitable use of fiscal, human, and material allocation and alignment.
- Evaluates and modifies as needed strategies for bringing together family and community, available resources, research, and public information.
- Consistently determines and uses areas for visibility and active involvement that yield the highest impact.
- Consistently promotes multicultural awareness, gender sensitivity, and racial and ethnic appreciation. And demonstrates this through consistent actions with all.
- Models behavior to ensure respect for others, the honoring of confidentiality, and engaging in honest interactions

- Encourages others to apply tools effectively to improve the operational systems in their areas of responsibility and for the district.
- Evaluates the influence of larger political, social, economic, legal, and cultural issues.
- Evaluates and modifies as needed communication with members of the School Board and the community
- Evaluates and modifies as necessary strategies used to advocate for policies and apply resources at local, state, and federal levels.

Reference: ISBA Superintendent leadership Evaluation Tool

Policy History:

Adopted on: August 10, 2009

Revised on: June 13, 2016