

SUPERVISION & EVALUATION OF THE SUPERINTENDENT

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Effective evaluations take preparation and planning

Ideally starts with Selection of the Superintendent

- ▶ Purpose:
 - ▶ Ensuring accountability
 - ▶ Strengthen Board/Superintendent relationship
 - ▶ Effect Superintendent's professional development
 - ▶ Tool in determining salary and contract considerations



Effective evaluations take preparation and planning

What's required for an effective evaluation?

- ▶ Knowledge of legal requirements
- ▶ Job description
- ▶ Goals
- ▶ Evaluation Instrument
- ▶ Calendar of events

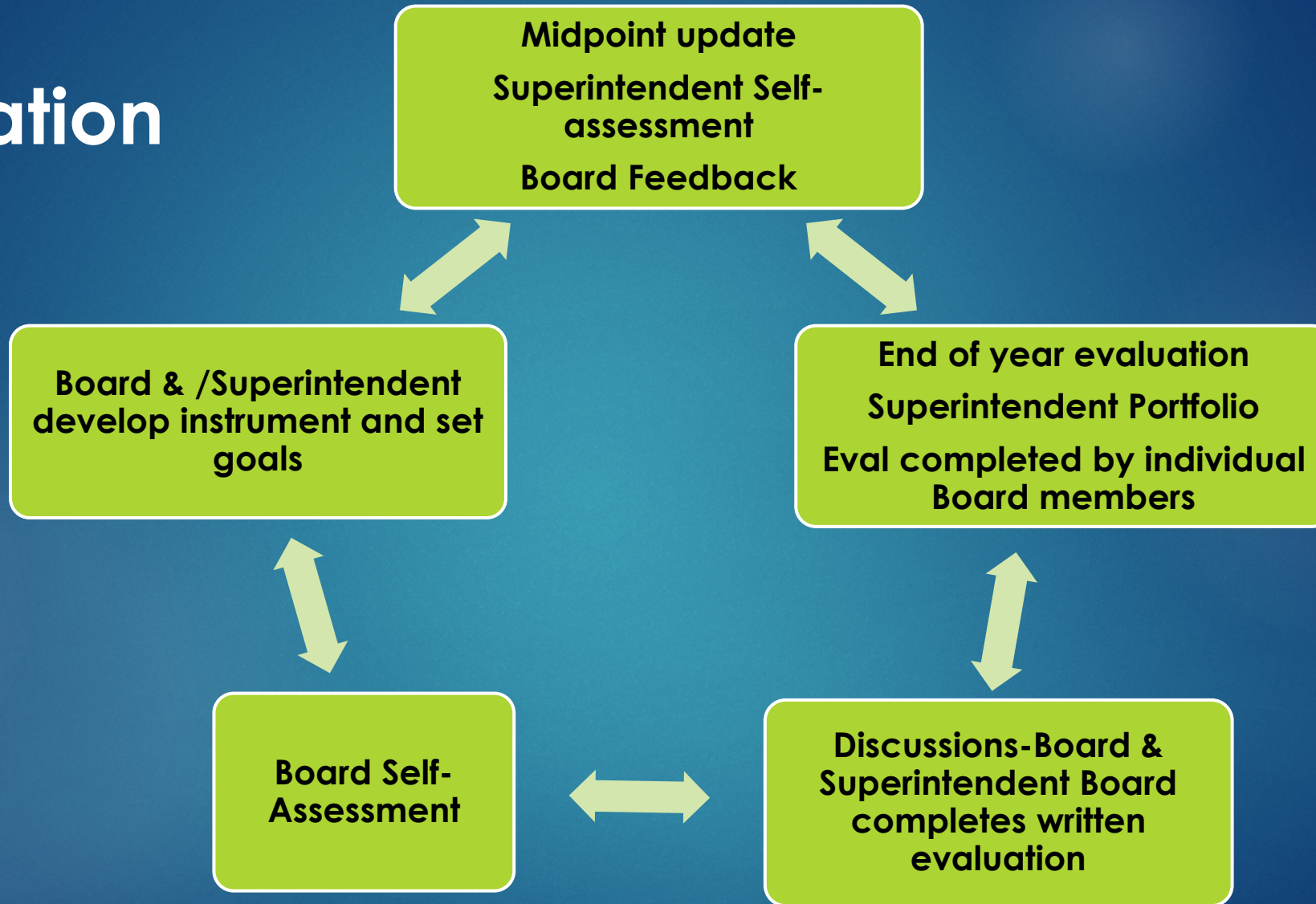


Standards for Evaluation



- ✓ Administrator standards are in statute
- ✓ Additional evaluation considerations
 - ▶ Leadership in education
 - ▶ Relationship with the Board
 - ▶ Community relations
 - ▶ School/staff relations
 - ▶ Business & finance
 - ▶ Personal qualities
 - ▶ Other

Evaluation Cycle



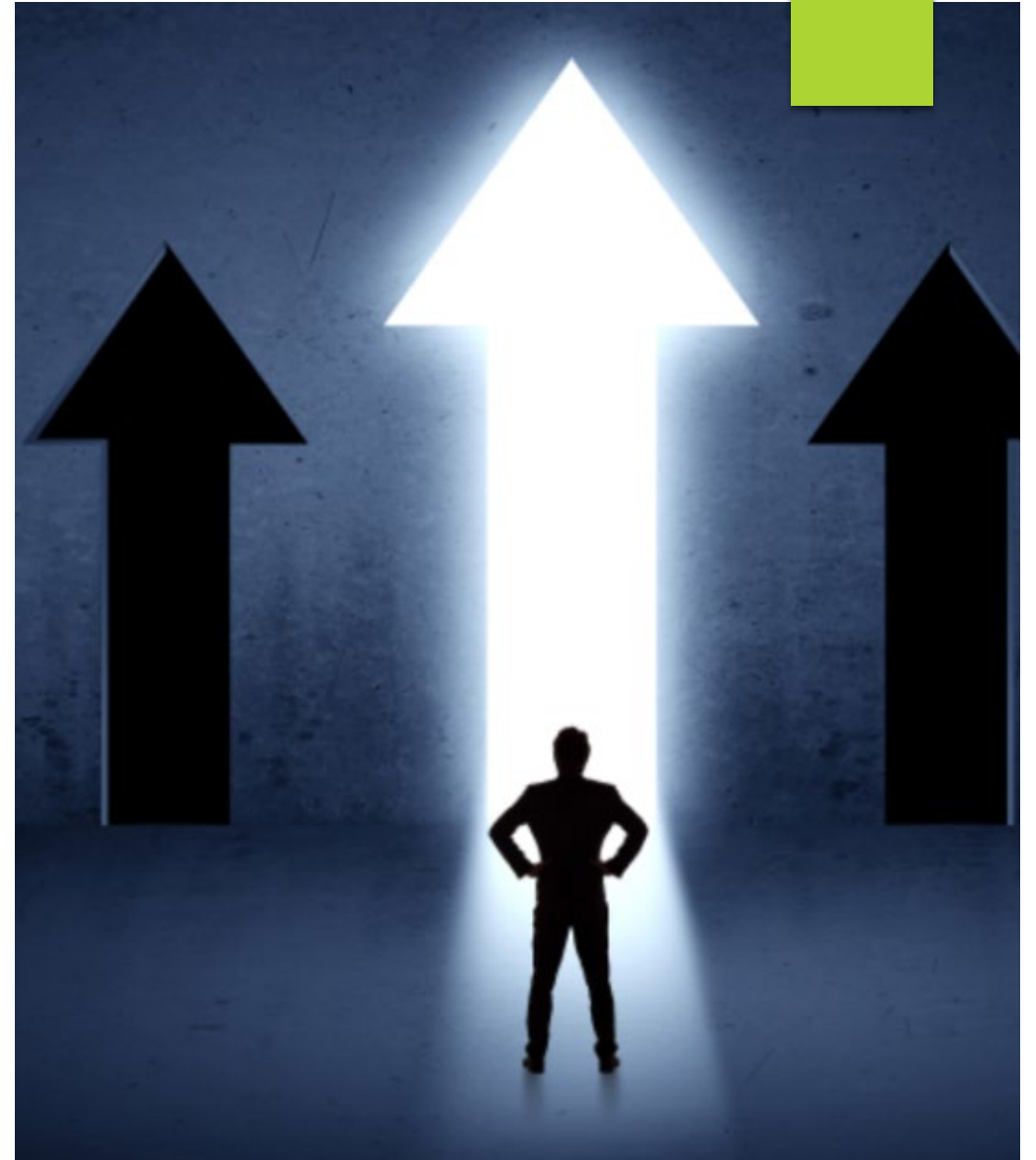
Questions to ask at conclusion

- ✓ What are the strengths demonstrated by the Superintendent?
- ✓ Based on the Evaluation, what are one or two growth areas for the Superintendent?
- ✓ What can the Board do to support the Superintendent's growth?
- ✓ Other questions?



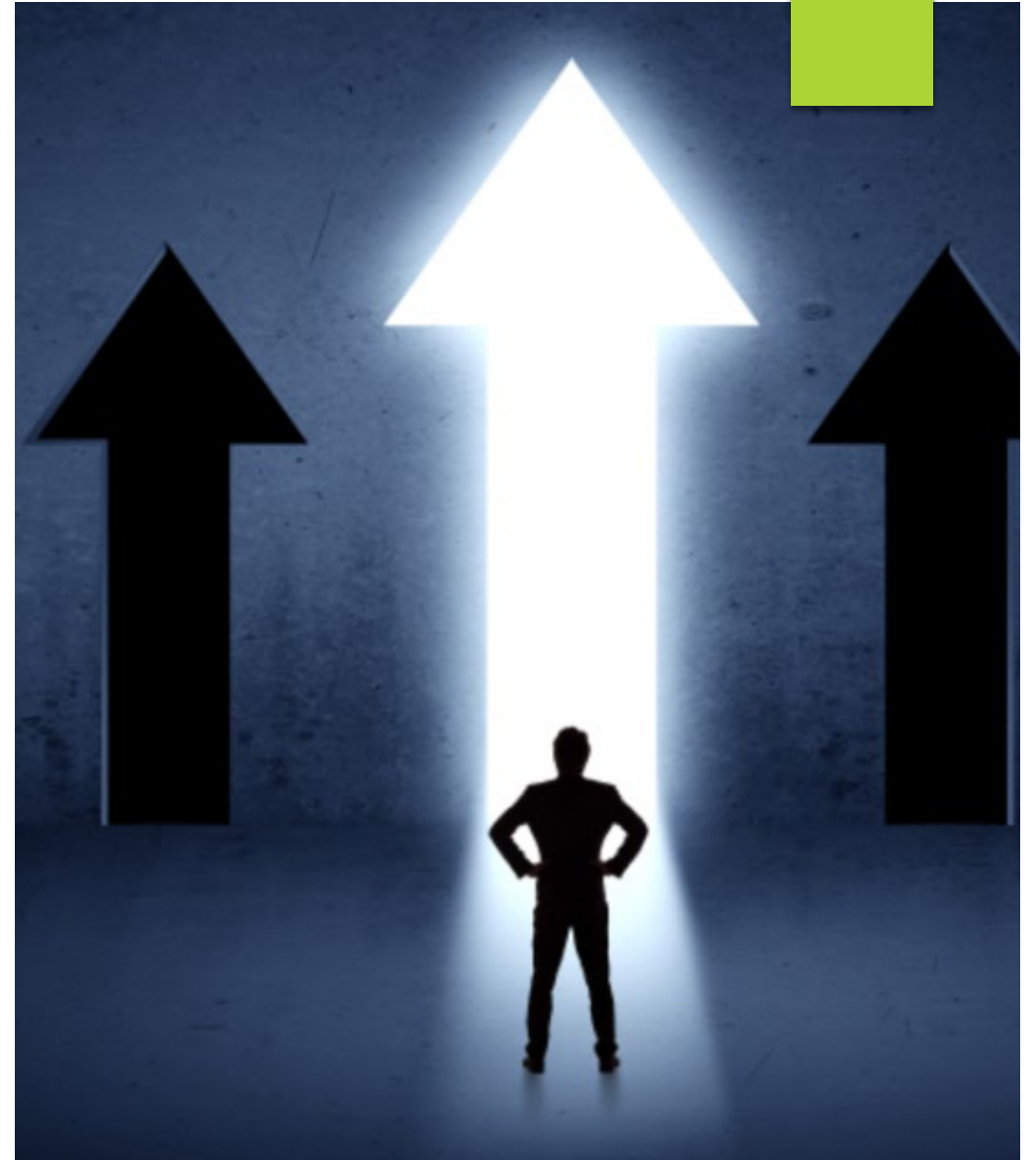
Indicators of a good evaluation

- ▶ Evaluation is conducted in a positive climate
- ▶ Board is familiar with the Superintendent's job
- ▶ Board gives the Superintendent frequent and timely feedback
- ▶ The Board's judgements are supported with specific examples
- ▶ The evaluation focuses on performance results not personalities



Indicators of a good evaluation

- ▶ The Superintendent is afforded an opportunity to respond to the evaluation
- ▶ Evaluation is limited to those matters which are observable by the Board
- ▶ Evaluation is limited to those matters over which the Superintendent has authority
- ▶ Board supports the Superintendent in the achievement of educational goals



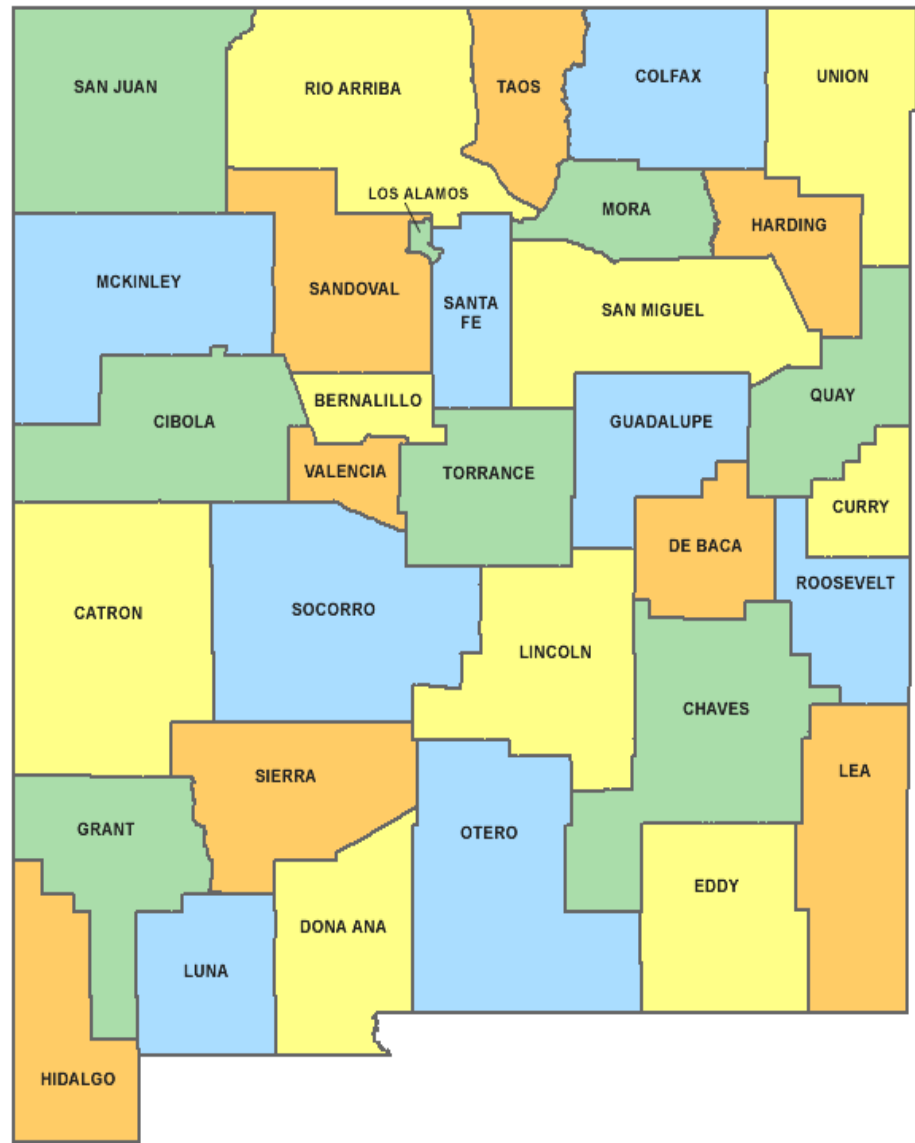
Finally.....

The Board is also responsible for examining its own work as a governance team and how its work supports progress toward district goals.

A quote by John Dewey is presented within a white rectangular border. The background of the quote is a sunset scene with silhouettes of trees and people. The text is in white, uppercase letters. A green rectangular tab is visible at the top right of the slide.

WE DO NOT
LEARN FROM
EXPERIENCE...
WE LEARN FROM
REFLECTING ON
EXPERIENCE

- John Dewey



THANK YOU!!

DR. GLORIA RENDON
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