

## Superintendent's Evaluation Rubric

Evaluator: Susan Duval

Cycle - From: July 1, 2020 to June 30, 2021

Date: Sept. 14, 2021

Standard	Outstanding 3 Points	Proficient 2 Points	Needs Improvement 1 Point	Total Points
<b>1: LEADERSHIP AND DISTRICT CULTURE</b>	X			3
<b>2: POLICY AND GOVERNANCE</b>	X			3
<b>3: COMMUNICATIONS AND COMMUNITY RELATIONS</b>	X			3
<b>4: ORGANIZATIONAL MANAGEMENT</b>	X			3
<b>5: CURRICULUM PLANNING DEVELOPMENT</b>	X			3
<b>6: INSTRUCTIONAL LEADERSHIP</b>	X			3
<b>7: HUMAN RESOURCES MANAGEMENT</b>	X			3
<b>8: VALUES AND ETHICS OF LEADERSHIP</b>	X			3
<b>9: LABOR RELATIONS</b>	X			3
Summary Overall Rating:	Outstanding			27

Comments: See attached.

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Comments:

- Providing leadership during a pandemic that has been unforgiving in its ramifications for the health and safety of all, John has provided a path for the district that encourages continuous improvement.
- Within policy and governance, John has maintained a strong focus on building relationships, establishing pandemic related procedures for the district and utilizing the board's legal counsel for recommendations and reviews.
- John has been exceptional in furthering the expansion of the district's communication with staff, parents and our community.
- John's organizational management continues to keep the district on a solid financial pattern for current and future economic stability. His work with all of the emergency decisions that have come because of the pandemic, have provided reliability in the functions of the district.
- John's work with the Academic Services Department has allowed the instructional staff at the school sites to find flexible solutions in creating opportunities for the continued academic growth of students. While the pandemic has upended the entire day to day operations of the district, John remains committed to the planning, development and delivery of appropriate instructional strategies.
- John's core beliefs in demonstrating instructional leadership continues to show his skill sets in collaboration, analytics and implementation of methods designed to improve teaching techniques and strategies.
- John has consistently demonstrated high effectiveness in every performance indicator in the area of Values and Ethics of Leadership. He has not wavered in taking the right actions on every issue that he has faced.
- John, in working with Business Services, has provided a path of financial improvements for all employees. Compensation of the district's employees remains a top priority in John's plans for financial growth.

SD  
9-14-2021