

Quincy Public School District #172

SUPERINTENDENT EVALUATION

For each area, there are specific descriptors that detail various aspects of being an effective superintendent.

Choose one of the following responses for each statement:

- (1) means that you **STRONGLY AGREE** with the statement
 - (2) means that you **AGREE** with the statement
 - (3) means that you **DISAGREE** with the statement
 - (4) means that you **STRONGLY DISAGREE** with the statement – **this rating should be accompanied by specific comments referenced to the line number.**
- N/A Not Applicable

I. Personal Characteristics **My superintendent.....**

		Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
1.	Admits when he/she is wrong or doesn't know the answer.	(1)	(2)	(3)	(4)	N/A
2.	Is friendly and courteous to students, parents, and staff.	(1)	(2)	(3)	(4)	N/A
3.	Can be depended upon to keep commitments.	(1)	(2)	(3)	(4)	N/A
4.	Uses good judgment.	(1)	(2)	(3)	(4)	N/A
5.	Is trustworthy and respectful of staff.	(1)	(2)	(3)	(4)	N/A
6.	Is patient, understanding	(1)	(2)	(3)	(4)	N/A
7.	Listens well to others	(1)	(2)	(3)	(4)	N/A
8.	Recognizes my accomplishments.	(1)	(2)	(3)	(4)	N/A
9.	Has enthusiasm for his job	(1)	(2)	(3)	(4)	N/A

II. Leadership Abilities **My superintendent.....**

		Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
10.	Can be relied upon in times of conflict.	(1)	(2)	(3)	(4)	N/A
11.	Demonstrates ability to make decisions promptly & correctly	(1)	(2)	(3)	(4)	N/A
12.	Provides leadership for staff development program Improvement	(1)	(2)	(3)	(4)	N/A
13.	Encourages initiative and innovation	(1)	(2)	(3)	(4)	N/A
14.	Provides materials that are needed and agreed upon	(1)	(2)	(3)	(4)	N/A
15.	Is sought out by staff for professional advice	(1)	(2)	(3)	(4)	N/A
16.	Shoulders responsibility	(1)	(2)	(3)	(4)	N/A
17.	Continually evaluates and assists with evaluation of instructional programs and curriculum.	(1)	(2)	(3)	(4)	N/A
18.	Has a vision toward improvement	(1)	(2)	(3)	(4)	N/A
19.	Has high expectations of me.	(1)	(2)	(3)	(4)	N/A
20.	Asks the questions that get to the heart of the matter.	(1)	(2)	(3)	(4)	N/A

III. Managerial Skills

My superintendent.....

		Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
21.	Oral and written communications are effective and concise.	(1)	(2)	(3)	(4)	N/A
22.	Is someone staff can approach with school related problems.	(1)	(2)	(3)	(4)	N/A
23.	Makes sure that staff meetings stick to the agenda.	(1)	(2)	(3)	(4)	N/A
24.	Makes me feel that I can honestly express my opinions.	(1)	(2)	(3)	(4)	N/A
25.	Does an effective job of keeping communication open.	(1)	(2)	(3)	(4)	N/A
26.	Encourages participation at staff meetings.	(1)	(2)	(3)	(4)	N/A
27.	Delegate's responsibility to staff when needed.	(1)	(2)	(3)	(4)	N/A
28.	Is willing to accept suggestions from others.	(1)	(2)	(3)	(4)	N/A
29.	Is willing to plan with staff to resolve problems.	(1)	(2)	(3)	(4)	N/A
30.	Coordinates school wide programs.	(1)	(2)	(3)	(4)	N/A
31.	Provides positive reinforcement	(1)	(2)	(3)	(4)	N/A
32.	Is effective, consistent and fair	(1)	(2)	(3)	(4)	N/A
33.	Promotes teamwork.	(1)	(2)	(3)	(4)	N/A
34.	Applies supervision of staff objectively and fairly.	(1)	(2)	(3)	(4)	N/A

IV. Professionalism

My superintendent.....

		Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
35.	Handles interpersonal relationships in a professional manner.	(1)	(2)	(3)	(4)	N/A
36.	Shows emotional stability under stress and during conflict.	(1)	(2)	(3)	(4)	N/A
37.	Serves as a resource for current trends, innovations.	(1)	(2)	(3)	(4)	N/A
38.	Maintains high standards of professional ethics.	(1)	(2)	(3)	(4)	N/A
39.	Supports the teacher/staff publicly in student matters.	(1)	(2)	(3)	(4)	N/A
40.	Respects confidentiality of sensitive matters.	(1)	(2)	(3)	(4)	N/A
41.	Helps staff maintain a productive and positive school system environment.	(1)	(2)	(3)	(4)	N/A
42.	Shows impartiality in regard to gender, racial, and ethnic differences.	(1)	(2)	(3)	(4)	N/A
43.	Deals effectively and fairly with student behavior.	(1)	(2)	(3)	(4)	N/A
44.	Has a genuine concern for health and safety of students and employees.	(1)	(2)	(3)	(4)	N/A

V. Community Relations

My superintendent.....

		Strongly Agree	Agree	Disagree	Strongly Disagree	Not Applicable
45.	Provides timely, informative communications to parents and community.	(1)	(2)	(3)	(4)	N/A
46.	Promotes a friendly atmosphere between our school and community	(1)	(2)	(3)	(4)	N/A
47.	Responds appropriately to complaints from outside sources.	(1)	(2)	(3)	(4)	N/A
48.	Maintains a positive rapport with parents.	(1)	(2)	(3)	(4)	N/A
49.	Articulates school policy to the community.	(1)	(2)	(3)	(4)	N/A
50.	Attends school functions	(1)	(2)	(3)	(4)	N/A
51.	Has a deep-seated belief that the public schools are operated for the benefit of the students.	(1)	(2)	(3)	(4)	N/A

