School District of Palm Beach County
FY13 Superintendent's Evaluation Instrument

Directions

Indicate your rating for each goal or performance standard by placing an X in the box under the appropriate column. The definition of each rating is found in the document titled "Superintendent's Interim and Annual Evaluation Timeline and Process: FY 2013 School Year." Use the space associated with each Goal or Performance Standard, as needed for specific comments. You may attach additional sheets if necessary.

Goals   Scoring Rubric

Goal 1: Student-First Focus	Highly Effective	Effective	Needs Improvement	Unsatisfactory
The Superintendent shares the vision of what highly effective instruction looks like and ensures that the system is aligned to provide every student a world class education every day. The Superintendent leads the District to use best practices to continuously improve and drive the instructional program and to constantly focus the organization on teaching and learning.				

Performance Indicators*		Comments:
1.1	Uses continuous improvement to ensure that the most effective, research-based curriculum, instruction, and assessment practices are in place, and supports the improvement of the practices of teachers and administrators.	
1.2	Establishes curriculum, instruction and assessment practices that are equitable, challenging, and align with what students need to know and be able to do to be ready to succeed in college and career.	
1.3	Implements the most effective methods for monitoring, evaluating, and reporting student performance throughout the year.	
1.4	Ensures that all students have sufficient opportunities to develop learning, thinking, and life skills that lead to success at the next level.	

* Do not rate the performance indicators. These are listed only to help you in thinking about the Goal.

Goals   Scoring Rubric

	Highly Effective	Effective	Needs Improvement	Unsatisfactory
Goal 2: Qualified and Highly Effective Workforce The Superintendent advances a climate of collaboration, respect and trust, and models professional working relationships that value input and feedback from all stakeholders. The Superintendent cultivates a fluid leadership development succession planning program that keeps good teachers teaching, strengthens classroom management efforts, and produces highly effective academic leaders.				

Performance Indicators*		**Comments:**
2.1	Ensures implementation of personnel policies, criteria and processes that create and maintain equitable opportunities for all staff and result in a diverse and effective work force.	
2.2	Enacts a comprehensive professional development system that ensures the workforce continually receives training to prepare students to be college and career ready.	
2.3	Aligns system resources and processes to provide equitable assignment of workforce.	

* Do not rate the performance indicators. These are listed only to help you in thinking about the Goal.

Goals   Scoring Rubric

Goal 3: Efficiency and Accountability	Highly Effective	Effective	Needs Improvement	Unsatisfactory
The Superintendent manages the District's resources effectively and efficiently to ensure the best alignment with the system's priorities. The Superintendent administers the District's resources in a transparent manner and demonstrates careful fiscal stewardship that achieves performance excellence.				

Performance Indicators*	Comments:
3.1 Uses effective budget management practices and maximizes financial resources to ensure efficient use of available resources in support of Student First curriculum.	
3.2 Implements and monitors long-range planning for District infrastructure in anticipation of current and future resource needs to enhance the learning environment of each campus to ensure facilities are safe, secure, and to provide world-class learning opportunities.	
3.3 Strives to continuously improve use of technology and information resources to ensure that the organization is poised to make well-reasoned decisions regarding resource allocation and use and to track District wide and school expenditures and performances measures.	
3.4 Aligns system resources and allocates them in the most cost-effective and equitable manner to meet the academic, social, emotional, and career/technical/vocational needs of students.	

* Do not rate the performance indicators. These are listed only to help you in thinking about the Goal.

Goals   Scoring Rubric

Goal 4: Communications and Community Engagement	Highly Effective	Effective	Needs Improvement	Unsatisfactory
The Superintendent seeks and obtains community feedback and support, builds coalitions to gain financial and programmatic support for the District, and advocates for the welfare of children. The Superintendent articulates the District's mission and vision to families, the District workforce, external stakeholder groups, the public, and mass media.				

Performance Indicators*		Comments:
4.1.	Strengthens partnerships with business and community organizations that support the District's mission and provide value to the District, business and the community.	
4.2	Commences and maintains two-way communication with students, families, the District workforce, external stakeholder groups, and the public.	
4.3.	Reaches out to all sections of our diverse community in the interest of our schools through the use of multiple, varied, and proactive communication techniques that forge connections with citizens and share District and school successes, priorities, and available resources.	
4.4	Strengthens policies, programs, and practices that proactively engage all parents, caregivers, and families as the primary partners in the education of students.	

* Do not rate the performance indicators. These are listed only to help you in thinking about the Goal.

Goals   Scoring Rubric

	Highly Effective	Effective	Needs Improvement	Unsatisfactory
Goal 5: **Performance Standard-Leadership and District Culture** The Superintendent champions a collective vision that emphasizes continuous improvement and focuses school culture, climate, teaching and learning on equity and excellence for all students and staff. The Superintendent sets priorities in the context of community, student and staff needs; and serves as an articulate spokesperson for the welfare of all students in a multicultural context.				

Performance Indicators*	Comments:
5.1 Leads the development and deployment of a shared vision.	
5.2 Keeps School Board informed about school and District events and issues.	
5.3 Promotes and expects adults to work together and to be focused on equity and excellence.	
5.4 Champions lifelong learning so that all employees are empowered to reach high levels of performance.	
5.5 Advocates for the value of understanding and celebrating school/community cultures.	

* Do not rate the performance indicators. These are listed only to help you in thinking about the Goal.

Circle One: **INTERIM   ANNUAL**

_____   _____

Board Member Signature   **Date**

_____   _____

Superintendent Signature   **Date**