



April 2019

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Upcoming Free Webinar

April 25 | 11:30 a.m.
Topic: Superintendent
Evaluations
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Superintendent Evaluations

In the past, school boards often did not seek, nor were they encouraged, to play an active role in the various areas of student achievement. Usually boards and superintendents felt more comfortable leaving instructionally related matters solely in the hands of the professional staff.

While the board must rely on the professional staff to carry out the district's curriculum and instructional goals, the board, as the governing body, has a responsibility to create the vision, set policy, provide resources and regularly monitor the results of student achievement initiatives. The public sees the board as its representative and expects the board to make choices focused on helping all students achieve at higher levels.

The board and superintendent must work together as a leadership team for the district, modeling to staff and the community a shared commitment to higher standards. They must demonstrate an ability to discuss difficult topics in a calm and professional manner, and sincerely believe that continuous improvement is necessary if all students are to succeed. The leadership team must insist on a culture of high expectations for all children that starts in every classroom and moves upward through the system to the boardroom.

Although the board and superintendent must work as a team to be effective, each plays a different role on the team. As the leadership team, the board and superintendent must create a system-wide approach to improving student achievement, recognizing the board's appropriate role as the community's representative and the superintendent's role as the professionally trained educator.

The board's evaluation of the superintendent is one of its most important roles. The evaluation is the instrument through which the board provides feedback to the superintendent, concerning how they are performing, whether its goals for the district are being achieved and what needs to be done if changes or revisions need to be made.

A Strong Evaluation Will:

- Enhance the performance of the superintendent
- Focus the district on goals and priorities
- Lead to transparent measures of performance and reasonable targets to meet clear areas where the board-superintendent relationship can be improved

The Evaluation Process:

- Is an on-going process
- Process and evaluation instruments are negotiated with the superintendent and board

self-reflection is critical

- Power is in the conversation
- Must be evidence-based

Board Member Commitments:

- Participate in the agreed upon process with honesty and integrity
- Each board member should rate all performance indicators and goals based on evidence
- Evidence should be aligned to the performance standards, the individual indicators and the goals
- Identify the superintendent's strengths and areas for improvement and make recommendations for improving performance
- Participate in the evaluation discussion
- Agree to goals for next year

Superintendent's Commitments:

- Understand, agree to and participate in the evaluation process
- Gather data, documents and evidence to support performance in relation to the standards and progress toward achieving goals
- Finalize goals for the next year with the board
- Periodically update the board on the progress toward the agreed upon goals

There's an old adage in school boardsmanship - **The role of the school board is not to run the school district...but to see that it is well run.** The superintendent's evaluation, if conducted properly and with honesty and integrity, can be an evidence-based way for boards to know if their goals are being met and if their district is well-run.

RESOURCES:

- **Superintendent Evaluation Planning Process with Simbli**
 - **Example Superintendent Evaluation** (*resource is located on The Hub under Governance Materials*)
 - **Sample Superintendent Evaluation Instrument** (*resource is located on The Hub under Governance Materials*)
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SUPERINTENDENT EVALUATIONS WEBINAR ON APRIL 25, 11:30 AM

This session is on best practices for a successful superintendent evaluation. You'll be hearing from GSBA's Director of Superintendent Searches, and a former superintendent, Sam King and GSSA's Professional Development Director, Keith Porter. This webinar is

open to all board members and superintendents.

Please plan to join us!

The webinar will last 45 minutes, click [HERE](#) to register.

To view previous webinars, click [HERE](#).

MARK YOUR CALENDARS FOR MAY'S WEBINAR

When: Thursday, May 9, 11:30 AM

Topic: Professional Development

Register [HERE](#)

We are available if you need/want to talk, **so please don't hesitate to reach out.**

Jeannie (Sis) Henry
Cell 404.312.8345
jhenry@gsba.com

Trudy Sowar
Cell 678.215.5854
tsowar@gsba.com