



SUPERINTENDENT EVALUATION



The most important duties of a school board are hiring the superintendent and evaluating his/her performance. A robust evaluation program can help grow district and student achievement.

OSSBA's Superintendent Evaluation gives school boards the opportunity to strengthen collaboration by providing more frequent, meaningful feedback.

School leaders are encouraged to complete the evaluation on an ongoing basis – having intentional discussion at least monthly or quarterly. The instrument includes a four-point scale for detailed progress in the following domains:

- Board-Superintendent Relationships
- Human Resources/Staff Relations
- Operations
- Finance
- Teaching, Learning & Assessment
- Student Services
- Personal Qualities
- Community Relations
- District Goals

**FOCUSED ON
STUDENT &
DISTRICT
SUCCESS**

ONLINE

ONGOING

FLEXIBLE

The screenshot shows a web interface for the Superintendent Evaluation. At the top, there's a dark blue header with 'Student Services' on the left and 'SAMPLE' in the center, with a home icon on the right. Below the header, a section titled 'School environment' contains a four-point scale. The scale items are:

- **4 Points:** Ensures a trusting, accepting, inclusive, and respected school environment is created and sustained for all students.
- **3 Points:** Desires a trusting, accepting, inclusive, and respected school environment is created and sustained for all students.
- **2 Points:** A trusting, accepting, inclusive and respected school environment is created and sustained for some students.
- **1 Point:** A trusting, accepting, inclusive and respected school environment is not created and sustained for all students.

Below the scale, there's a 'Board Member's Rating' section with a blue arrow pointing to a sliding scale bar. The bar has a blue dot at the start and a value of '0.00' at the end.

Sliding scale or direct input for each indicator.

Customizable & Affordable

OSSBA's online, interactive evaluation can be customized to meet the needs of your district. The first-year cost is \$500, which includes training for the superintendent and school board members. Then, a \$200 subscription fee is due annually.

To learn more or schedule a demo:

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