

SANBORN REGIONAL SCHOOL DISTRICT

SRSD FILE: CBI-R-E

SUPERINTENDENT OF SCHOOLS EVALUATION SURVEY

Please evaluate the job performance of our Superintendent for the period commencing January ____ through December_____.

As you evaluate that performance, please consider the performance of the Superintendent’s representative(s) with which you are familiar in their carrying out of those duties.

Ratings: Check on box for each criterion.

Written Comments: Provide qualitative comments after each category of items; Then submit Final Comments at the end of the valuation survey.

The PROGRESS BAR is shown at the top of each page to let you know how much more of the Survey remains.

Individual identities will be kept confidential. All answers and comments will be presented in summary format with aggregated results.

If you have any questions or concerns, please contact (School Board Chair) at _____@sau17.org.

The Superintendent Evaluation Committee sincerely THANKS YOU for taking the time to submit your evaluation comments.

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***1. DEMOGRAPHICS: (Please select the title that best describes your position with the SAU)**

- School Board Member
- Administrator
- Faculty/Staff
- Community

A. SCHOOL BOARD

***1. RELATIONSHIP WITH BOARD MEMBERS (Please check one box for each criterion)**

	Exceptional/ Outstanding	Very Good	Good	Marginal	Unsatisfactory (does not meet standard)	N/A
A1) Assists the Board in developing policies and setting Board goals, as appropriate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A2) Responsibly delegates support for the Board, including properly noticing Board meetings, attending Board meetings, and preparing the agendas and minutes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A3) Supports and serves as a resource to the Board during labor negotiation sessions, analyzes collective bargaining agreements and provides recommendations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A4) Represents the Boards in employee hearing and grievance matters, as appropriate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A5) Provides Board members with reports and information that enables them to review sufficiently the operations of the District.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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A6) Provides Board members with accurate and timely information, and ensures two way communication between the district and the general public.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A7) Monitors and oversees the implementation and communication of the Strategic Plan; and makes recommendations on its implementation as appropriate to the Board.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A8) Communicates special education priorities to the administrators charged with implementation, employees, Boards and the public.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A9) Communicates technology implementation and integration goals, including service and support goals to the Boards and the public.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A10) Assists the Boards with developing budgets for the school districts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A11) Works within the financial allocations of local, state and federal resources and the requirements of the New Hampshire statutes and regulations, federal laws, and the policies of the school Boards to ensure the most efficient use of funds in the schools for the highest quality education of its students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A12) Represents the SAU to NH State and Federal government agencies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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***2. Comments – RELATIONSHIP WITH THE BOARD**

Comments and Strengths:	
Comments and Areas for Improvement:	
Additional Comments:	

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B. ADMINISTRATORS

***1. RELATIONSHIP WITH ADMINISTRATION (Please check one box for each criterion)**

	Exceptional/ Outstanding	Very Good	Good	Marginal	Unsatisfactory (does not meet standard)	N/A
B1) Provides the general public with accurate, timely information and ensures two-way communication between the SAU district and the general public.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B2) Nominates and recommends for employment high-quality candidates with proper certification, training and/or skills for vacant positions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B3) Develops a strong SAU management team (Business Administrator and Student Services Director) and delegates responsibility.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B4) Effectively manages all administrative functions in the SAU, including SAU central office staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B5) Implements the Boards' goals, policies and Administrative procedures successfully.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B6) Develops facilities improvement recommendations, working with School Principals, staff, and the Boards for maintaining, renovating and/or constructing facilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B7) Coordinates the total educational program of the SAU and provides clear leadership in its development and improvement, making excellent instruction and high academic achievement the focal points of the district.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B8) Delegates responsibly the implementation of the instructional delivery programs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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B9) Supervises, supports and evaluates the School Principals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B10) Assists the principals in providing a quality evaluation process for staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B11) Meets with teaching and administrative personnel of the District and the SAU on a regular basis.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B12) Monitors and assists with development of staff in-service education programs and reviews staff training activities throughout the school year.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B13) Supervises special education personnel to assure appropriate development of services for identified students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
B14) Communicates special education priorities to the administrators charges with implementation, employees, Boards and the public.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***2. Comments – RELATIONSHIP WITH THE ADMINISTRATION**

Comments and Strengths:	
Comments and Areas for Improvement:	
Additional Comments:	

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C. FACULTY/STAFF

***1. RELATIONSHIP WITH FACULTY/STAFF (Please check one box for each criterion):**

	Exceptional/ Outstanding	Very Good	Good	Marginal	Unsatisfactory (does not meet standard)	N/A
C1) Includes the participation of the teachers in the establishment and implementation of District-wide goals, objectives and programs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C2) Strives to maintain positive morale by: facilitating the fair treatment of all staff, and effectively recognizing and demonstrating appreciation for a job well done.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C3) Communicates effectively the concerns of employee groups to the Board and the Board responses to the employee groups in a timely fashion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C4) Includes the participation of faculty and staff in the establishment and the implementation of District-wide goals, objectives, and programs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C5) Facilitates high standards of performance for all staff members.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C6) Facilitates evaluation of staff performance as required by state law and by Board policy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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C7) Facilitates two-way communication and interaction with staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C8) Promotes programs for staff growth and development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C9) Instills confidence and self-respect among staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
C10) Meets and confers with employee groups representing the interests and directives of the Board.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***2. Comments – RELATIONSHIP WITH THE FACULTY/STAFF**

Comments and Strengths:	
Comments and Areas for Improvement:	
Additional Comments:	

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D. COMMUNITY RELATIONS

***1. COMMUNITY RELATIONS (Please check one box for each criterion):**

	Exceptional/ Outstanding	Very Good	Good	Marginal	Unsatisfactory (does not meet standard)	N/A
D1) Serves as an articulate spokesperson for the school district.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D2) Speaks well before large and small groups, expressing ideas in a logical and forthright manner.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D3) Communicates clearly and substantively to the community about district programs and performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D4) Maintains a professional relationship with other public officials and community leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D5) Maintains an appropriate level of visibility and accessibility to community members.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D6) Effectively communicates with community members.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D7) Promotes effective public relations activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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***2. Comments – COMMUNITY RELATIONS**

Comments and Strengths:	
Comments and Areas for Improvement:	
Additional Comments:	

SAU #17 - 12/17/2014