

	Huron School District #2-2	Code: CCC
	Policies and Regulations	Superintendent Evaluation .. Operating Principles

SUPERINTENDENT EVALUATION – OPERATING PRINCIPLES

A comprehensive superintendent evaluation must ensure that the superintendent is providing district-wide leadership to improve teaching and learning that increases achievement and promotes success for all students.

Evaluations will be completed at least 2 times per year for the first three years within the district and then may be less frequently as determined by the Board.

The District evaluation plan requires the superintendent to set professional goals. All professional goals are to align with the domains described in this policy.

Domain 1. Shared Vision

The Superintendent is the educational leader who promotes the academic, social and emotional growth of all students by facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the Board, the schools and the community. Functions include:

- Develop and implement a shared vision and mission
- Collect and use multiple sources of data to determine accountability for the district while identifying goals, assessing organizational effectiveness and promoting organizational learning
- Create and implement plans to achieve goals
- Promote and demonstrate continuous and sustainable improvement
- Monitor and evaluate progress and revise plans

Domain 2. Culture of Learning

The Superintendent is an educational leader who promotes the growth of all students by advocating, nurturing, sustaining a school culture and strong community while maintaining and instructional program that is conducive to student learning and staff professional and personal growth. Functions include:

- Nurture and sustain a culture of collaboration, trust, learning and high expectations
- Promote and ensure a comprehensive, rigorous, and district-wide coherent curricular program
- Create a personalized and motivating learning environment for all students
- Use data to determine needs and oversee provision of quality professional development to meet district needs
- Develop the instructional and leadership capacity of staff
- Promote the use of the most effective and appropriate technologies to support teaching and learning
- Monitor and evaluate the impact of the instructions program

Domain 3. Leadership/Management

The Superintendent is an educational leader who promotes the growth of all students by ensuring management of the organization, operation, and resources for a safe, efficient, and effective learning environment. Functions include:

- Manage district budget, facilities and staff
- Monitor and evaluate the management and operational systems
- Obtain, allocate, align and efficiently utilize human, fiscal, and technological resources
- Promote and protect the welfare and safety of students and staff
- Develop the capacity for distributed leadership
- Ensure teacher and organizational time is focused to support quality instruction and student learning using research based criteria supported by multiple measureable data sources

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Domain 4. Family and Community

The superintendent is an educational leader who promotes the growth of all students by collaborating with faculty and community members, responding to diverse community interests and needs, and mobilizing community resources. Functions include:

- Collect and analyze data and information pertinent to the educational environment
- Promote understanding, appreciation, and use of the community’s diverse cultural, social and intellectual resources
- Build and sustain positive relationships with families and caregivers
- Build and sustain productive relationships with community partners
- Provide opportunities for personal and professional growth for those involved in the educational system
- Develop district goals that reflect the community’s highest hopes for its schools and the success of all students

Domain 5. Ethics

The Superintendent is an educational leader who promotes the growth of all students by acting with integrity, fairness, and in an ethical manner. Functions include

- Conduct oneself in an ethical, fair, trustworthy and professional manner
- Establish practices to promote personal, physical and emotional health
- Demonstrate respect for diversity in students, staff and programs
- Safeguard the values of democracy and equity
- Consider and evaluate the potential moral and legal consequences of decision-making
- Promote social justice and ensure that individual student needs guide all aspects of schooling

Domain 6. Societal Context

The Superintendent is an educational leader who promotes the growth of every student by understanding, responding to, and influencing the political, social, economic, legal and cultural context. Functions include:

- Advocate for children, families and caregivers
- Serve as an articulate advocate to community and legislature for issues beneficial to improved teaching and learning
- Provide leadership for defining superintendent and board roles, mutual expectations
- Knows and supports the district school improvement plan and accurately reports progress on goals
- Maintains a working knowledge of district and school improvement goals and continually evaluates and modifies goals as needed

Domain 7. Essential Functions

In addition to the physical and mental capabilities implied by the responsibilities detailed above, the essential functions of the Superintendent include the following:

- Reading, writing, hearing, listening, and speaking effectively with the ability to analyze data
- Handle stressful situations and resolve conflict
- Adapt to increasing responsibilities as assigned by the Board or required by state and/or federal law
- Understand the purpose of evaluations as a process for personal and professional growth