

EVALUATION OF SUPERINTENDENT
2016-17

AREAS OF RESPONSIBILITY – SUPERINTENDENT	Outstanding / Superior	Good / Above Average	Satisfactory / Average	Fair	Unsatisfactory	Insufficient Basis for Judgment
	5	4	3	2	1	0
Relationship with the Board						
1. Keeps the Board informed on issues, needs, and operation of the school system.						
2. Offers professional advice to the Board on items requiring Board action, with appropriate recommendations based on thorough study and analysis.						
3. Executes the intent of Board policy.						
4. Seeks and accepts constructive feedback of his work.						
5. Supports Board policy and actions to the public and staff.						
6. Has harmonious working relationship with the Board.						
7. Understands his role in administration of Board policy, makes recommendations for employment or promotion of personnel and accepts responsibility for his recommendations.						
8. Accepts his responsibility for maintaining liaison between the Board and personnel, working toward a high degree of understanding and respect between the staff and the Board and the Board and the staff.						
9. Remains impartial toward the Board, treating all Board members alike.						
10. Refrains from criticism of individual or group members of the Board.						
11. Goes immediately and directly to the Board when he feels an honest, objective difference of opinion exists between him and any or all members of the Board, in an earnest effort to resolve such differences immediately.						
Composite Evaluation: Relationship with the Board						

Comments: _____

AREAS OF RESPONSIBILITY – SUPERINTENDENT	Outstanding / Superior	Good / Above Average	Satisfactory / Average	Fair	Unsatisfactory	Insufficient Basis for Judgment
Relationship / District	5	4	3	2	1	0
1. Solicits and gives attention to problems and opinions of all groups and individuals.						
2. Develops friendly and cooperative relationships with news media.						
3. Participates actively in the community.						
4. Works effectively with public and private agencies.						
Composite Evaluation: Relationship / District						

Comments: _____

AREAS OF RESPONSIBILITY – SUPERINTENDENT	Outstanding / Superior	Good / Above Average	Satisfactory / Average	Fair	Unsatisfactory	Insufficient Basis for Judgment
	5	4	3	2	1	0
Staff and Personnel Relationships						
1. Develops and executes sound personnel procedures and practices.						
2. Develops good staff morale and loyalty to the organization.						
3. Treats all personnel fairly, without favoritism or discrimination, while insisting on performance of duties.						
4. Delegates authority to staff members appropriate to the position each holds.						
5. Encourages participation of appropriate staff members and groups in planning, procedures, and policy interpretation.						
6. Evaluates performance of staff members, giving commendation for good work as well as constructive suggestions for improvement.						
7. Takes an active role in development of salary schedules for all personnel and recommends to the Board the levels which, within budgetary limitations, will best serve the interests of the district.						
8. Meets and confers with leaders of the employee associations, representing the interest and will of the Board.						
Composite Evaluation: Staff and Personnel Relationship						

Comments: _____

AREAS OF RESPONSIBILITY – SUPERINTENDENT	Outstanding / Superior	Good / Above Average	Satisfactory / Average	Fair	Unsatisfactory	Insufficient Basis for Judgment
	5	4	3	2	1	0
Educational Leadership						
1. Understands and keeps informed regarding all aspects of the instructional program.						
2. Implements the district's philosophy of education.						
3. Participates with staff, Board, and community in studying and developing curriculum improvement.						
4. Organizes a planned program of staff evaluation and improvement.						
5. Provides inclusive procedures in curriculum work, utilizing the abilities and talents of the entire professional staff and lay people of the community.						
6. Inspires others to highest professional standards.						
Composite Evaluation: Educational Leadership						

Comments: _____

AREAS OF RESPONSIBILITY – SUPERINTENDENT	Outstanding / Superior	Good / Above Average	Satisfactory / Average	Fair	Unsatisfactory	Insufficient Basis for Judgment
	5	4	3	2	1	0
Business and Finance						
1. Keeps informed on needs of the school program – plant, facilities, equipment, and supplies.						
2. Supervises operations, insisting on competent and efficient performance.						
3. Determines that funds are spent wisely and adequate control and accounting are maintained.						
4. Evaluates financial needs and makes recommendations for adequate financing.						
Composite Evaluation: Business and Finance						

Comments: _____

AREAS OF RESPONSIBILITY – SUPERINTENDENT	Outstanding / Superior	Good / Above Average	Satisfactory / Average	Fair	Unsatisfactory	Insufficient Basis for Judgment
	5	4	3	2	1	0
Personal Qualities						
1. Defends principle and conviction in the face of pressure and partisan influence.						
2. Maintains high standards of ethics, honesty, and integrity in all personal and professional matters.						
3. Earns respect and standing among his professional colleagues.						
4. Devotes his time and energy effectively to his job.						
5. Demonstrates his ability to work well with individuals and groups.						
6. Exercises good judgment and democratic processes in arriving at decisions.						
7. Possesses and maintains the health and energy necessary to meet the responsibilities of his position.						
8. Maintains poise and emotional stability in the full range of his professional activities.						
9. Is suitably attired and well groomed.						
10. Uses language effectively in dealing with staff members, the Board, and the public.						
11. Writes clearly and concisely.						
12. Speaks well in front of large and small groups, expressing his ideas in a logical and forthright manner.						
13. Thinks well on his feet when faced with an unexpected or disturbing turn of events in a large group meeting.						
14. Maintains his professional development by reading, course work, conference attendance, work on professional committees, visiting other districts and meeting with other superintendents.						
Composite Evaluation: Personal Qualities						

Comments: _____

ADDITIONAL COMMENTS:

Do you have any other general or specific comments and/or suggestions as to how the Superintendent could more effectively serve the Roseville Community Schools?

What do you feel are the major problem areas facing the Roseville Community Schools today?

List any weaknesses you have observed in the operation of the Roseville Community Schools system.

What do you feel are the significant accomplishments made by the Roseville Community Schools during the past year?

It is suggested that each Board member fill out this page and submit it along with the compilation of the total Board.

I. Relationship with the Board

E = Exceeds Expectations

M = Meets Expectations

D = Does Not Meet Expectations

E	M	D	
			1. Keeps the Board informed.
			2. Provides adequate meeting materials & background information.
			3. Answers Board questions thoroughly.
			4. Invites Board participation in District activities.
			5. Assists on development, recommendations and administration of District Policy.
			6. Contributes to a climate of teamwork.
			7. Openly accepts Board input and is responsive to Board direction.

II. Community Relations

E = Exceeds Expectations

M = Meets Expectations

D = Does Not Meet Expectations

E	M	D	
			1. Projects a positive image of school district.
			2. Seeks input from parents.
			3. Maintains good media relations.
			4. Encourages collaborative relationships with businesses, industry, church, government and labor.
			5. Is approachable by members of the community
			6. Demonstrates good listening skills.
			7. Is trustworthy.

III. Business & Finance

E = Exceeds Expectations

M = Meets Expectations

D = Does Not Meet Expectations

E	M	D	
			1. Recommends appropriate budget to the Board.
			2. Prepares and recommends appropriate budget revisions to the Board.
			3. Issues complete financial controls/audits.
			4. Manages bonding programs/when applicable.
			5. Informs the Board on current and proposed funding issues.

IV. Student Growth

Student growth and student achievement are not the same measurement. Student achievement is a single measurement of student performance while student growth measures the amount of student's academic progress between two points of time.

The following assessment tools are used in Roseville to evaluate growth:

MEAP – Past

NWEA – Science

M-Step

ACT

ELA

District Common Assessment

NWEA – Math

E = Exceeds Expectations

M = Meets Expectations

D = Does Not Meet Expectations

E	M	D	
			1.

Attachments:

1. 2015 – 2016 RCS – MAP Actual Winter Growth and Spring Growth Forecast
2. RCS – High School 5 Year Trend Data
3. RHS – 5 Year ACT Trend Data
4. RHS – ACT Composite Scores – 5 Year Trend
5. MI School Data – 2014-15 Graduation Dropout Trend
RHS: 4-Year (2015 Graduation Cohort) / All Students - Data
6. MI School Data – 2014-15 Graduation Dropout Trend
RHS: 4-Year (2015 Graduation Cohort) / All Students – Graph

Ineffective	Minimally Effective	Effective	Highly Effective

SUPERINTENDENT'S EVALUATION SIGNATURE PAGE

Date: _____

Theresa Genest, Board President

Alfredo Francesconi, Board Vice President

Gregory Scott, Board Secretary

Matthew McCartney, Board Treasurer

Joseph DeFelice, Board Trustee

Ruth Green, Board Trustee

Kevin Switanowski, Board Trustee

John Kment, Superintendent