

**ATTACHMENT 2**

**ELMIRA CITY SCHOOL DISTRICT**

**EVALUATION OF SUPERINTENDENT**

\_\_\_\_\_ **School Year**

**A. General Performance**

Instructions

Please rate the Superintendent of Schools on the following criteria by circling the appropriate number following each category. Your comments will be used as a tool for improving the climate in which the Superintendent will work at this institution.

Scale

- 5 = Superior
- 4 = Above Average
- 3 = Average
- 2 = Below Average
- 1 = Poor
- 0 = Not Applicable/Not Observed

Evaluation Categories

1. *Academic Leadership* of faculty with respect to the accepted educational goals of this District.

5      4      3      2      1      0

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2. *Administration and Management* of sound practices in regard to operations of the District and its physical plant.

5      4      3      2      1      0

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

3. *Internal Relationships* with faculty, administrative officers, civil service staff, employee organizations.

5      4      3      2      1      0

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

4. *External Relationships* with the public, BOCES, and area public schools.

5      4      3      2      1      0

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

5. *Sensitivity to the Needs of the District* as to changing educational needs and services, with cues coming from students, community, faculty, and other members of the educational community.

5      4      3      2      1      0

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

6. *Extracurricular Activities* such as athletics, publications, dramatics, musical activities, and other student activities held in the District.

5      4      3      2      1      0

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

7. *Relationships with Board Members* as to openness and candor with Board members concerning District problems, tone of Board meetings and other Board communications.

5      4      3      2      1      0

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

8. *Fiscal Planning*

5      4      3      2      1      0

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

9. *Short and Long Range Planning*

5      4      3      2      1      0

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**B. Board's Goals  
2009-12 School Years**

*Instructions*

Please rate the Superintendent of Schools by indicating the progress made during the rating period and commenting on the level of achievement of the stated goals for the District.

1. By the 5<sup>th</sup> grade 80% of Economically Disadvantaged Students will be reading at or above grade level.

Not Yet Begun: \_\_\_\_\_  
Begun: \_\_\_\_\_  
Partially Attained: \_\_\_\_\_  
Attained: \_\_\_\_\_  
Attained with Distinction: \_\_\_\_\_  
Data not Available: \_\_\_\_\_

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2. Increase the average daily attendance rate by 2% for Southside High School, Elmira Free Academy, Alternative High School and Night School by the end of the 2009-2010 school year.

Not Yet Begun: \_\_\_\_\_  
Begun: \_\_\_\_\_  
Partially Attained: \_\_\_\_\_  
Attained: \_\_\_\_\_  
Attained with Distinction: \_\_\_\_\_

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

3. Increase the average scores in the District on AP exams to a 3.0 by June 2012.

Not Yet Begun: \_\_\_\_\_  
Begun: \_\_\_\_\_  
Partially Attained: \_\_\_\_\_  
Attained: \_\_\_\_\_  
Attained with Distinction: \_\_\_\_\_  
Data not Available: \_\_\_\_\_

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

4. The District will develop an education plan for each student in Middle and High School.

Not Yet Begun: \_\_\_\_\_  
Begun: \_\_\_\_\_  
Partially Attained: \_\_\_\_\_  
Attained: \_\_\_\_\_  
Attained with Distinction: \_\_\_\_\_  
Data not Available: \_\_\_\_\_

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

5. By August 31, 2010 a yearly performance evaluation will be completed for all staff.

Not Yet Begun: \_\_\_\_\_  
Begun: \_\_\_\_\_  
Partially Attained: \_\_\_\_\_  
Attained: \_\_\_\_\_  
Attained with Distinction: \_\_\_\_\_

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

6. There should be a master plan for each Goal above.

Not Yet Begun: \_\_\_\_\_  
Begun: \_\_\_\_\_  
Partially Attained: \_\_\_\_\_  
Attained: \_\_\_\_\_  
Attained with Distinction: \_\_\_\_\_

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

*Summary Comments:* Use this space to discuss any rating categories in more detail, and to discuss objectives for this and future evaluation periods.

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\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date