

Top Ten Questions to Ask About Superintendent Evaluation



- 1. How can we improve the value of our superintendent evaluation?**
 - What is the purpose of the evaluation?
- 2. What is our plan and cycle for evaluating our superintendent?**
 - What and when are the steps for the evaluation?
- 3. Does our evaluation instrument and process align with state law, our contract, our policies, and the written job description?**
 - How might we ensure that we are intentional and transparent?
- 4. What criteria have we established as a basis for the evaluation?**
 - Are our expectations for performance clearly communicated in advance?
- 5. What are our goals for the superintendent this year?**
 - Have we articulated our governance priorities as superintendent goals?
- 6. What evidence do we have or need to measure our superintendent's progress?**
 - How will the superintendent and board know whether progress is being made?
- 7. Are we as a board evaluating what truly matters—or just what's easy to measure?**
 - Have we spent adequate time as a governance team defining priorities and goals?
- 8. What is our process for the annual summative evaluation?**
 - What do we do separately, together, and with the superintendent?
- 9. How can the board and superintendent know what to do and how to do it?**
 - What support and training might we need?
- 10. How can you ensure that the final evaluation is meaningful and helpful?**
 - When and how will we reflect as a board on our effect on superintendent performance?