



Superintendent Evaluation Tool
Andrew J. Sanko – Council Rock School District
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Leadership Standards

Based on the recommended Pennsylvania Association of School Administrators Superintendent Evaluation Standards

Standard 1 - SHARED VISION. The Council Rock Superintendent promotes personalized student success by thinking and planning strategically to create and sustain an organizational vision of learning that is shared and supported by the school community.

Indicators of success:

- In collaboration with others, uses appropriate data to establish rigorous, concrete goals in the context of student achievement and instructional programs.
- Aligns and implements the educational program, plans, actions and resources with the district's vision and goals.
- Communicates effectively to various stakeholders regarding vision.

Rate on a scale of 1 to 4 where 4 is high and 1 is low (circle one): 4 3 2 1

Standard 2 - DECISION MAKING. The Council Rock Superintendent promotes personalized student success by accessing and using appropriate data to inform decision making at all levels of the system.

Indicators of Success:

- Decisions are made after acquiring the best information possible.
- Decisions are consistently made in a timely manner appropriate to the situation.
- Decisions are consistently made based upon the needs of the students.

Rate on a scale of 1 to 4 where 4 is high and 1 is low (circle one): 4 3 2 1

Standard 3 – MANAGEMENT. The Council Rock Superintendent promotes personalized student success by ensuring management of the resources for a safe, efficient, and effective learning environment.

Indicators of Success:

- Has systems in place to recruit, select, induct, and retain staff to support quality instruction.
- Manages fiscal and physical resources responsibly, efficiently, and effectively.

- Communicates effectively with both internal and external audiences about the operation of the school/system.
- Has systems in place to monitor budget

Rate on a scale of 1 to 4 where 4 is high and 1 is low (circle one): 4 3 2 1

Standard 4 - FAMILY AND COMMUNITY. The Council Rock Superintendent promotes personalized student success by collaborating, communicating, engaging, and empowering others inside and outside of the organization to pursue excellence in learning.

Indicators of Success:

- Engages families and community by promoting shared responsibility for student learning and support of the education system.
- Mobilizes community resources to support individual student success.
- Collaboratively establishes a culture that honors families and seeks ways to engage them in student learning.
- Promotes collaboration with all stakeholders.

Rate on a scale of 1 to 4 where 4 is high and 1 is low (circle one): 4 3 2 1

Standard 5 – ETHICS. The Superintendent promotes the personalized student success by operating in a fair and equitable manner with personal and professional integrity.

Indicators of Success:

- Model values and beliefs and attitudes that inspire others to higher levels of performance.
- Fosters and maintains supportive professional relationships with staff.
- Demonstrates appreciation for and sensitivity to diversity within the school community and is respectful of divergent opinions and of different points of view within the organization.

Rate on a scale of 1 to 4 where 4 is high and 1 is low (circle one): 4 3 2 1

Evaluation Summary Rating

	RATING
Standard 1 - SHARED VISION	_____
Standard 2 - DECISION MAKING	_____
Standard 3 – MANAGEMENT	_____
Standard 4 - FAMILY AND COMMUNITY	_____
Standard 5 – ETHICS	_____

<u>Objective Performance Standards</u>	<u>Met/Did Not Meet</u>
1. _____	_____
2. _____	_____
3. _____	_____
4. _____	_____
5. _____	_____