

Albany Unified School District

Superintendent Evaluation

Score	Definition
4	An area of particular strength. Accomplishments are extraordinary and are sustained over the entire review period: Performance is consistently above the performance standards required for a superintendent.
3	Consistently meets the performance standards required for a superintendent. The established goal was achieved.
2	Partially meets the performance goals, but missed some targets or was occasionally below required standards.
1	Deficient in meeting performance goals. Immediate corrective action is required to improve performance.

Goal: Improve communication protocols					
Aligns with strategy 3, goal 3 of Strategic Plan.					
<i>Success Indicators</i>					
• Community survey indicates satisfactory results.			• Percentage minority group parents participating in PTA has increased.		
Average Rank:					
Scores:					

Board Comments:

Goal: Improve student safety		
Aligns with strategy 2, goal 4 of Strategic Plan.		
<i>Success Indicators</i>		
<table border="1"><tr><td>• Complete seismic report by February 2012</td><td>• Remediation plan and financing in place as necessary</td></tr></table>	• Complete seismic report by February 2012	• Remediation plan and financing in place as necessary
• Complete seismic report by February 2012	• Remediation plan and financing in place as necessary	

Average Rank:					
Scores:					

Board Comments:

Goal: Increase student achievement		
Aligns with strategy 1, goal 1 of Strategic Plan.		
<i>Success Indicators</i>		
<table border="1"><tr><td>• Publish essential standards for 9-12.</td><td>• Create K-8 essential standards binder.</td></tr></table>	• Publish essential standards for 9-12.	• Create K-8 essential standards binder.
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Average Rank:					
Scores:					

Board Comments:

Goal: Establish professional learning communities as the primary means of improving instructional practice.
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Aligns with strategy 3, goal 1 of Strategic Plan.

<i>Success Indicators</i>

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| <ul style="list-style-type: none">• Staff survey indicates satisfactory results. | <ul style="list-style-type: none">• PLC logs and minutes |
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Average Rank:

Scores:					
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Board Comments:

Goal: Improve opportunities for increasing student well-being
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Aligns with strategy 2, goal 4 of Strategic Plan.

<i>Success Indicators</i>

- | | |
|---|---|
| <ul style="list-style-type: none">• Implement annual survey to measure school safety and student resiliency | <ul style="list-style-type: none">• Complete vertical integration of BEST |
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Average Rank:

Scores:					
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Board Comments:

Governance Standard: Superintendent works closely with the Board as a six-member governance team, helping the Board define and refine policies, helping develop a common vision, and creating a positive organizational culture.

Success Indicators

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|--|---|
| <ul style="list-style-type: none"> Policies have been reviewed and refined with help from the Superintendent. | <ul style="list-style-type: none"> Governance team is working efficiently as indicated by productive Board meetings and good student outcomes. |
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Average Rank:

Scores:					
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Board Comments:

Governance Standard: Superintendent recognizes and respects the diversity of perspective and style on the Board and among staff, students, parents, and the community, and ensures that the entire range of views is presented to the Board.

Success Indicators

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|--|---|
| <ul style="list-style-type: none"> All Board members feel that their views have been fairly considered. | <ul style="list-style-type: none"> Feedback to the Board by interest groups and postings in community forums have been positive with regard to the Superintendent. |
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Average Rank:

Scores:					
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Board Comments:

Governance Standard: Communicates openly with trust and integrity with the Board, staff, parents, and the community, providing all members of the Board with equal access to the information needed to make policy decisions.

Success Indicators

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| <ul style="list-style-type: none">• Superintendent weekly communications have been timely and substantive. | <ul style="list-style-type: none">• Superintendent community meetings and communications have been candid and sufficient in quantity and quality. |
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Average Rank:

Scores:					
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Board Comments: