



**INVEST IN YOUR CAREER THROUGH
CONSTRUCTIVE PERFORMANCE EVALUATIONS**

**Developing goals- and standards-based expectations
for the Superintendent and School Board**



Cornerstones - Standards

School Boards

CONDUCT & ETHICS

Including: Respecting and advocating mutual understanding of the roles and responsibilities of board members and superintendent

VISION

STRUCTURE

ACCOUNTABILITY

Including: Evaluating the superintendent on clear and focused expectations

**ADVOCACY &
COMMUNICATION**



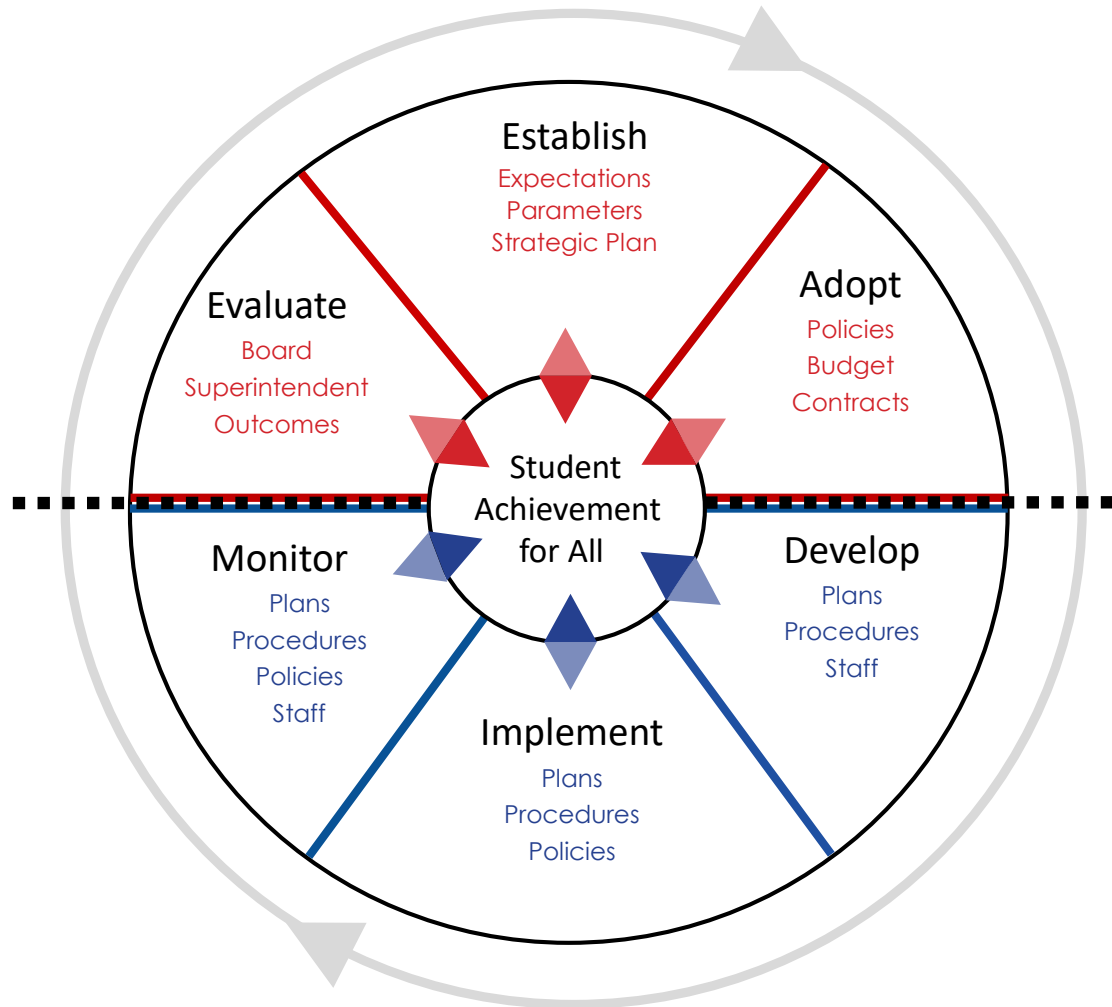
Cornerstones - Standards



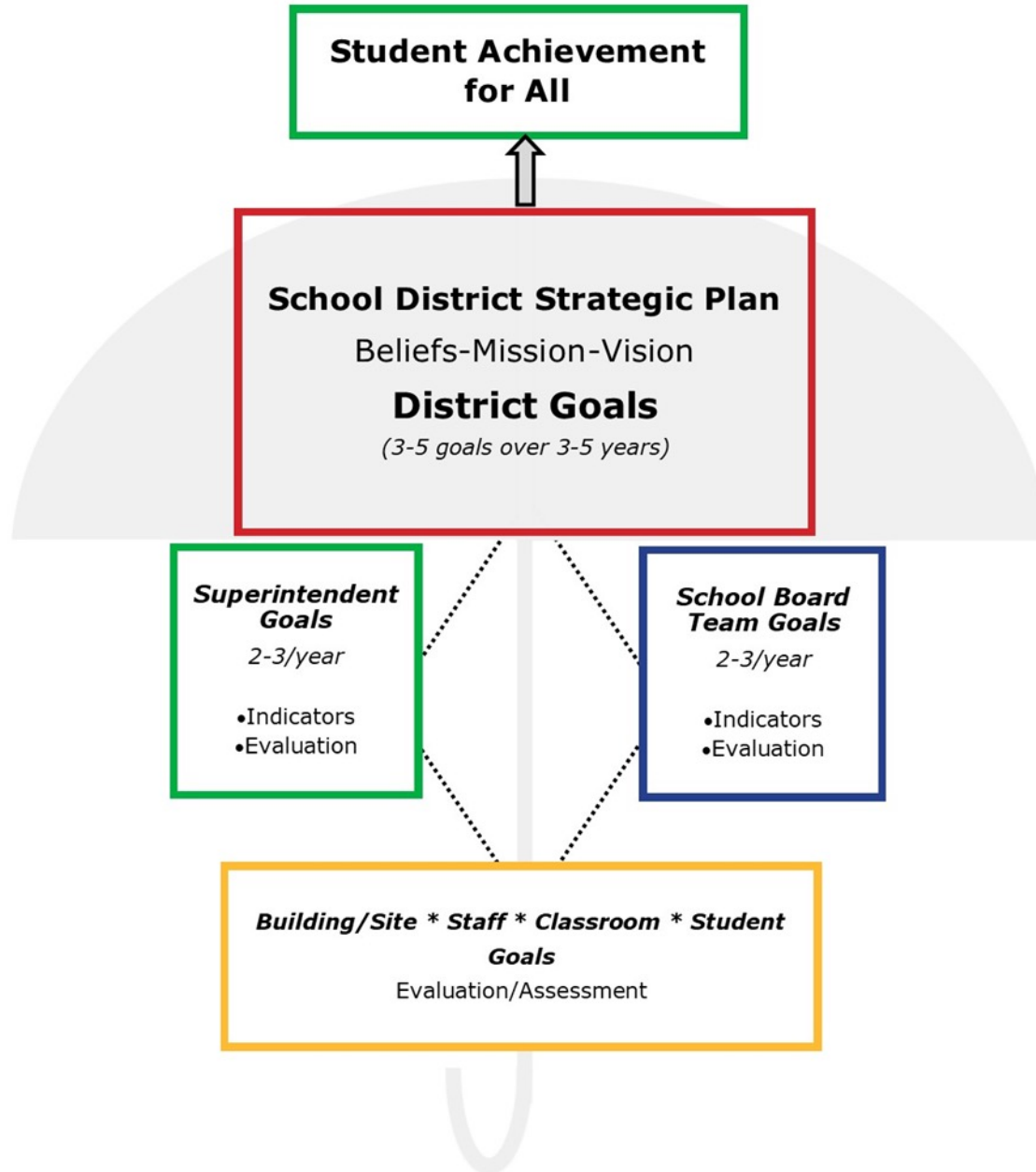


The School Board Governs
Setting expectations and parameters

Board Governance Model



The Superintendent Manages
Providing leadership and supervision



Integration of Goals Toward a Common Plan



Evaluation “DOs and DON’Ts”

DOs

- Develop a process
- Collaborate
- Use agreed-upon ratings and provide written feedback
- Compile one final combined evaluation summary
- Allow time to discuss the results

DON’Ts

- Appoint an evaluation committee
- Manage the evaluation alone
- Use only the agreed-upon ratings without providing written feedback
- Provide individual evaluation summaries
- Conduct one-way communication

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THREE STEP PROCESS

- Establish goals and selecting standards
- Schedule and hold a mid-year evaluation
- Schedule and hold an end-of-year evaluation

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REMEMBER:

- Minnesota's Open Meeting Law
- Minnesota's Government Data Practices Law



COMMUNICATION COLLABORATION CLARITY





**WHAT
QUESTIONS
DO YOU
HAVE?**

