

**RAPID CITY AREA SCHOOL DISTRICT
SUPERINTENDENT EVALUATION**

(A new evaluation instruction will be provided for the 2016 – 2017 school year.

Effective School Year:

Employee:

About the Evaluation Instrument

The purpose is to provide the employee with an overview of his performance. The evaluation is to help the administrator grow and provide a basis for formal communication with the employer. The main purpose of the formal evaluation is to assess performance; however, it may serve as a basis for decisions regarding contract renewal. The due process regulations set at the state and local level will be observed in this process.

Assessment Indicators and Respective Symbols

Strength = STR
Satisfactory = SA
Needs Attention = NA
Unsatisfactory = UN

Definitions of Indicators:

Strength (STR): Represents quality performance

Satisfactory (SA): Represents acceptable performance

Needs Attention (NA): Can represent two intentions-- one intention may mean this area needs improvement of performance or the other intention may be to target a given area for the coming year-- the "comment" section should clarify the intent

Unsatisfactory (UN): Represents poor performance and improvement is expected

Rapid Area School District Mission
Building a community of lifelong learners, one student at a time.
Rapid Area School District Vision

All Rapid City Area School students will achieve to their full potential.

District Code: ~~AFB-ECBI-E~~

Page 2 of 11

Responsibility #1-Collaborative goal setting process

~~The Superintendent involves board members, principals, staff, students and community in the process of defining the mission/vision and goal setting~~

Learning Target

Expected Impact on Student Learning

~~There is a relationship between district level leadership and student achievement.~~

~~The six leadership responsibilities are statistically correlated with increased student achievement.~~

~~District student achievement goals will be met or exceeded in Spring of 20__.~~

Evaluation/Evidence of Completion (Criteria For Success)

~~Start Date-July 1, 20__~~

~~Review Date~~

~~Evaluation Date~~

ACTION PLAN

| Activity (What will I do) | Process (How will I do it) | Timeline (When will I do it) | Assessment (How will I measure success) |
|------------------------------|-------------------------------|---------------------------------|--|
| | | | |
| | | | |
| | | | |

Board Assessment

~~STR SA NA UN~~

OVERALL ASSESSMENT OF RESPONSIBILITY #1

Comments:

| | | | |
|---|-------------------------------|---------------------------------|--|
| <p><u>Responsibility #2-Non-negotiable goals for achievement and instruction</u> Goals for student achievement and instructional program are adopted and are based on relevant research</p> | | | |
| <p><u>Learning Target</u></p> | | | |
| <p><u>Expected Impact on Student Learning</u> There is a relationship between district level leadership and student achievement. The six leadership responsibilities are statistically correlated with increased student achievement. District student achievement goals will be met or exceeded in Spring of 20__.</p> | | | |
| <p><u>Evaluation/Evidence of Completion (Criteria For Success)</u></p> | | | |
| Start Date-July 1, 20__ | Review Date | Evaluation Date | |
| <p>ACTION PLAN</p> | | | |
| Activity (What will I do) | Process (How will I do it) | Timeline (When will I do it) | Assessment (How will I measure success) |
| | | | |
| | | | |
| | | | |

Board Assessment

~~STR SA NA UN~~

OVERALL ASSESSMENT OF RESPONSIBILITY #2

Comments:

| | | | |
|--|-------------------------------|---------------------------------|--|
| <u>Responsibility #3-Board alignment and support of district goals</u> | | | |
| Board Support for district goals for achievement and instruction is maintained. | | | |
| <u>Learning Target</u> | | | |
| | | | |
| <u>Expected Impact on Student Learning</u> | | | |
| There is a relationship between district level leadership and student achievement. | | | |
| The six leadership responsibilities are statistically correlated with increased student achievement. | | | |
| District student achievement goals will be met or exceeded in Spring of 20__. | | | |
| <u>Evaluation/Evidence of Completion (Criteria For Success)</u> | | | |
| | | | |
| Start Date July 1, 20__ | Review Date | Evaluation Date | |
| ACTION PLAN | | | |
| Activity (What will I do) | Process (How will I do it) | Timeline (When will I do it) | Assessment (How will I measure success) |
| | | | |
| | | | |
| | | | |

Board Assessment

~~STR SA NA UN~~

OVERALL ASSESSMENT OF RESPONSIBILITY #3

Comments:

Responsibility #4-Use of resources to support the goals for achievement and instruction

~~Resources are dedicated and used for professional development of teachers and principals to achieve district goals.~~

Learning Target

Expected Impact on Student Learning

~~There is a relationship between district level leadership and student achievement.~~

~~The six leadership responsibilities are statistically correlated with increased student achievement.~~

~~District student achievement goals will be met or exceeded in Spring of 20__.~~

Evaluation/Evidence of Completion (Criteria For Success)

~~Start Date-July 1, 20__~~

~~Review Date~~

~~Evaluation Date~~

ACTION PLAN

| Activity (What will I do) | Process (How will I do it) | Timeline (When will I do it) | Assessment (How will I measure success) |
|--|---|---|--|
| | | | |
| | | | |
| | | | |

Board Assessment

~~STR SA NA UN~~

OVERALL ASSESSMENT OF RESPONSIBILITY #4

Comments:

| | | | |
|---|-------------------------------|---------------------------------|--|
| <p><u>Responsibility #5-Monitoring goals for achievement and instruction</u> The Superintendent monitors and evaluates implementation of the district instructional program, impact of instruction on achievement, and impact of implementation on implementers.</p> | | | |
| <p><u>Learning Target</u></p> | | | |
| <p><u>Expected Impact on Student Learning</u> There is a relationship between district level leadership and student achievement. The six leadership responsibilities are statistically correlated with increased student achievement. District student achievement goals will be met or exceeded in Spring of 20__.</p> | | | |
| <p><u>Evaluation/Evidence of Completion (Criteria For Success)</u></p> | | | |
| Start Date-July 1, 20__ | Review Date | Evaluation Date | |
| <p>ACTION PLAN</p> | | | |
| Activity (What will I do) | Process (How will I do it) | Timeline (When will I do it) | Assessment (How will I measure success) |
| | | | |
| | | | |
| | | | |

Board Assessment

~~STR SA NA UN~~

OVERALL ASSESSMENT OF RESPONSIBILITY #5

Comments:

Responsibility #6-Defined autonomy: Superintendent relationship with schools

The Superintendent provides autonomy to principals to lead their schools, but expects alignment on district goals and use of resources for professional development. The Superintendent will supervise and ensure that all building leadership evaluations are completed in accordance with School Board Policy.

Learning Target

Expected Impact on Student Learning

There is a relationship between district level leadership and student achievement.

The six leadership responsibilities are statistically correlated with increased student achievement.

District student achievement goals will be met or exceeded in Spring of 20__.

Evaluation/Evidence of Completion (Criteria For Success)

Start Date-July 1, 20__

Review Date

Evaluation Date

ACTION PLAN

| Activity (What will I do) | Process (How will I do it) | Timeline (When will I do it) | Assessment (How will I measure success) |
|------------------------------|-------------------------------|---------------------------------|--|
| | | | |
| | | | |
| | | | |

Board Assessment

~~STR SA NA UN~~

OVERALL ASSESSMENT OF RESPONSIBILITY #6

Comments:

| | | | |
|---|-------------------------------|---------------------------------|--|
| <p><u>Responsibility #7- Monitoring goals for achievement and instruction</u> The Superintendent monitors and evaluates the performance of the Rapid City Area Schools Executive Team members under his direct supervision and will complete all evaluations.</p> | | | |
| <p><u>Learning Target</u></p> | | | |
| <p><u>Expected Impact on Student Learning</u> There is a relationship between district level leadership and student achievement. The six leadership responsibilities are statistically correlated with increased student achievement. District student achievement goals will be met or exceeded in Spring of 20__.</p> | | | |
| <p><u>Evaluation/Evidence of Completion (Criteria For Success)</u></p> | | | |
| Start Date- July 1, 20__ | Review Date | Evaluation Date | |
| <p>ACTION PLAN</p> | | | |
| Activity (What will I do) | Process (How will I do it) | Timeline (When will I do it) | Assessment (How will I measure success) |
| | | | |
| | | | |
| | | | |

Board Assessment

~~STR SA NA UN~~

OVERALL ASSESSMENT OF RESPONSIBILITY #6

Comments:

| | | | |
|--|-------------------------------|---------------------------------|--|
| <p><u>Responsibility #8 – Monitoring goals for achievement and instruction</u> The Superintendent monitors and evaluates implementation of the Western Dakota Technical Institute instructional program, impact of instruction on achievement, and impact of implementation on implementers. The Superintendent will complete the evaluation of the President of Western Dakota Technical Institute.</p> | | | |
| <p><u>Learning Target</u></p> | | | |
| <p><u>Expected Impact on Student Learning</u> There is a relationship between district level leadership and student achievement at Western Dakota Technical Institute. The six leadership responsibilities are statistically correlated with increased student achievement. Western Dakota Technical Institute student achievement goals will be met or exceeded in Spring of 20__.</p> | | | |
| <p><u>Evaluation/Evidence of Completion (Criteria For Success)</u></p> | | | |
| Start Date July 1, 20__ | Review Date | Evaluation Date | |
| ACTION PLAN | | | |
| Activity (What will I do) | Process (How will I do it) | Timeline (When will I do it) | Assessment (How will I measure success) |
| | | | |
| | | | |
| | | | |

Board Assessment

~~STR SA NA UN~~

OVERALL ASSESSMENT OF RESPONSIBILITY #8

Comments:

~~Please list area(s) you perceive this administrator can improve that would result in personal and/or professional growth.~~

~~Please list one or more strengths of this administrator.~~

~~For the purpose of setting future priorities, please list one goal or activity you would like to see this administrator pursue in the next year in each of the following areas:~~

~~**Support for the Board**~~

~~**External Relations**~~

~~**Educational Leadership**~~

~~**Financial Resource Development**~~

~~**Internal Operation and System Development**~~

~~**Individual Professional Development**~~

Rapid City Area School District 51-4, Rapid City, South Dakota