

Professional Leadership and Individual Characteristics:

	Unsatisfactory 1	Needs Improvement 2	Satisfactory 3	Very Competent 4	Outstanding 5	Rating
Leadership style motivates other to perform and produce positive results.						
Selects and maintains highly qualified personnel						
Sensitive to others and deals with them understandingly and thoughtfully						
Demonstrates respect and concern for adults and students						
Deals effectively with problems or conflicts						
Communicates ideas effectively in oral and written form						
Displays the values and ethics of effective leadership						
Uses good judgement						
Works fairly with all groups						
Utilizes effective, problem solving techniques						
Section Total:						

BULLDOG NATION

2018-2019 Superintendent's Evaluation Instrument

Curriculum and Instruction:

	Unsatisfactory 1	Needs Improvement 2	Satisfactory 3	Very Competent 4	Outstanding 5	Rating
Provides leadership for improvement of the educational program of the system						
Places proper emphasis on instruction						
Has provided a system of measurement and goals for student achievement and curriculum						
Exemplifies the skills and attitudes of a master teacher and inspires the highest professional standards in others						
Section Total:						

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2018-2019 Superintendent's Evaluation Instrument

Community Relations:

	Unsatisfactory 1	Needs Improvement 2	Satisfactory 3	Very Competent 4	Outstanding 5	Rating
Informs and interprets the policies, goals, programs, and needs to the community						
Establishes an organized informational program through the news media, publications, school bulletins, and events						
Informs the public and staff of accomplishments and activities of the school system						
Participates in community life and affairs						
Gains support and respect of the community on the conduct of the school operations						
Section Total:						

Business and Financial Management:

	Unsatisfactory 1	Needs Improvement 2	Satisfactory 3	Very Competent 4	Outstanding 5	Rating
Demonstrates knowledge in the area of school finance						
Provides innovative leadership and direction in budget matters						
Oversees budget operations with the Board in a clear, effective manner						
Provides adequate data to support budgetary requests to the Board						
Section Total:						

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Employee Relations:

	Unsatisfactory 1	Needs Improvement 2	Satisfactory 3	Very Competent 4	Outstanding 5	Rating
Promotes positive employee relationships						
In accessible and visible to employee groups						
Is accessible and visible to individual employees						
Deals fairly and efficiently with employee problems						
Takes efficient and appropriate disciplinary action when necessary						
Provides a leadership role to achieve high morale						
Section Total:						

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Board Relations:

	Unsatisfactory 1	Needs Improvement 2	Satisfactory 3	Very Competent 4	Outstanding 5	Rating
Prepares carefully for board meetings						
Provides ample time to enable board members to make decisions						
Is responsive to concerns of board members and answers questions as promptly as possible						
Has a good working relationship with board members						
Provides timely, adequate information and agenda planning						
Supports Board policy and action to the public and staff						
Handles differences of opinion between board members and self in an effective manner						
Section Total:						

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Intergovernmental Relations:

	Unsatisfactory 1	Needs Improvement 2	Satisfactory 3	Very Competent 4	Outstanding 5	Rating
Seeks to expand and continue positive relationships with governmental institutions						
Represents Thomasville City Schools at the city, county, and state levels						
Section Total:						

Student Relations:

	Unsatisfactory 1	Needs Improvement 2	Satisfactory 3	Very Competent 4	Outstanding 5	Rating
Attends student activities						
Encourages and acknowledges student recognition at board meetings						
Is accessible to student population						
Section Total:						

Total Points from All Categories: _____