C-FCSD Superintendent Performance Report

Name: Click here to enter text. School Year: Click here to enter text. Evaluator: Click here to enter text. Date Completed: Click here to enter a date. Standard 1 Summary Comments: Click here to enter text. Performance Standard 1: Leadership for Student Learning & Visionary Leadership Developing/Needs Distinguished ☐ Unacceptable Criteria Effective Improvement Responsible for the The administrator effectively The administrator fails to The administrator creatively, The administrator leadership, guidance and consistently and effectively leads, guides and directs the inconsistently or ineffectively consistently or effectively direction of the leads, guides and directs the administrative functions of leads, guides and directs the leads, guides and directs the administrative functions of administrative functions of administrative functions of the C-FCSD. administrative functions of the C-FCSD. the C-FCSD. the C-FCSD. the C-FCSD. Evidence: Click here to enter text Developing/Needs Distinguished Effective Criteria Unacceptable Improvement The administrator develops The administrator develops Develops policy with The administrator is The administrator fails to concurrence of the Board and effective policy with effective policy with inconsistent or ineffective in develop effective policy with assures all policies meet DPI involvement of the Board, involvement of the Board and developing policy with involvement of the Board and rules/regulations and WI involvement of the Board that fails to assure that all policies staff, and community and assures that all policies meet State Statutes. assures that all policies meet DPIL rules/regulations and WI may or may not meet DPI meet DPIL rules/regulations DPIL rules/regulations and WI State Statutes. rules/regulations and WI and WI State Statutes. State Statutes. State Statutes. Evidence: Click here to enter text. Developing/Needs Criteria Distinguished Effective Unacceptable Improvement Works cooperatively to The administrator works The administrator works The administrator fails to The administrator works strengthen the Board, staff cooperatively to effectively independently or ineffectively strengthen the Board, staff cooperatively and and community relationships. and community innovatively to strengthen the strengthen the Board, staff to strengthen the Board, staff relationships. Board, staff and community and community relationships. and community relationships. relationships. Evidence: Click here to enter text. Developing/Needs Distinguished Criteria Effective ☐ Unacceptable Improvement Works with all members of The administrator is a The administrator fails to The administrator is an The administrator rarely instrumental participant in participant in community participate in community the community, agencies and participates in community others to gain support for the several community groups/organizations to gain groups/organizations to gain groups/organizations to gain C-FCSD. groups/organizations to gain support for C-FCSD support for C-FCSD support for C-FCSD. multiple sources of support for C-FCSD. Evidence: Click here to enter text Standard 2 Summary Comments: Click here to enter text. Performance Standard 2: School Climate and Operations Management Developing/Needs Distinguished Criteria Effective Unacceptable Improvement Possesses a thorough The administrator creatively The administrator effectively The administrator fails to The administrator inconsistently or ineffectively understanding of effective and effectively implements implements management implement management management systems and managements systems that systems that lead to effective implements management systems that benefit staffing uses this knowledge to lead to innovative staffing staffing solutions. systems that benefit staffing issues. effectively staff C-FCSD solutions. issues. Evidence: Click here to enter text Developing/Needs Distinguished Criteria Effective Unacceptable Improvement Makes timely decisions and The administrator effectively The administrator The administrator fails to The administrator recommendations. consistently and effectively makes timely decisions and inconsistently or ineffectively make timely decisions and/or makes timely decisions and recommendations that may makes timely decisions recommendations which may recommendations that are benefit the C-FCSD. and/or recommendations. result in a loss of benefit to strategic in benefitting the Cthe C-FCSD. FCSD.

Evidence: Click here to enter text.									
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Criteria	Distinguished	☐ Effective	Developing/Needs Improvement	☐ Unacceptable					
Controls and exercises general supervision over policies and management of schools, administrative team and the District.	The administrator consistently and effectively controls and exercises general supervision over policies and management of schools, administrative team and the C-FCSD.	The administrator effectively controls and exercises general supervision over policies and management of schools, administrative team and the C-FCSD.	The administrator inconsistently or ineffectively controls and exercises general supervision over policies and management of schools, administrative team and the C-FCSD.	The administrator fails to control and/or exercise general supervision over policies and management of schools, administrative team and the C-FCSD					
Evidence: Click here to enter text.									
Criteria	Distinguished	☐ Effective	Developing/Needs Improvement	☐ Unacceptable					
Manifests skills in delegating authority with clear accountability measures.	The administrator consistently and effectively demonstrates skills in delegating authority and implements clear accountability measures to ensure success.	The administrator frequently demonstrates skills in delegating authority and articulates clear accountability measures.	The administrator occasionally demonstrates skills in delegating authority and articulates accountability measures.	The administrator fails to demonstrate skills in delegating authority nor develops accountability measures.					
Evidence: Click here to enter text.									
Standard 3 Summary Comme	nts: Click here to enter text.								
Performance Standard 3: Fise									
Criteria	Distinguished	☐ Effective	Developing/Needs Improvement	☐ Unacceptable					
Understands the details of the budget process and ensures alignment to District priorities.	The administrator demonstrates expert level knowledge of budget process details and strategically aligns the budget to facilitate C-	The administrator demonstrates understanding of budget process details and aligns budget to C-FCSD priorities.	The administrator is inconsistent in demonstrating understanding of budget process details and/or aligning the budget to C-FCSD progrition.	The administrator fails to demonstrate understanding of budget process details and/or fails to align the budget to C-FCSD priorities.					
FCSD priorities. priorities. Evidence: Click here to enter text.									
Standard 4 Summary Comme	nts: Click here to enter text.								
Performance Standard 4: Cor	mmunication and Interperson	al Skills							
	<u> </u>		☐ Developing/Needs						
Criteria	☐ Distinguished	☐ Effective	Improvement	☐ Unacceptable					
Communicates a vision of quality education (academic) and emotional growth for each student and motivates others to work together to achieve that vision.	The administrator creatively and effectively communicates a vision of quality education (academic) and emotional growth for each student and motivates others to cooperatively participate in achieving the vision.	The administrator effectively communicates a vision of quality education (academic) and/or emotional growth for each student and strives to motivate others to participate in achieving the vision.	The administrator communicates a vision of quality education (academic) or emotional growth for students but does not impact others to participate in achieving the vision.	The administrator fails to communicate a vision of quality education (academic) or emotional growth for students.					
Evidence: Click here to enter text.									
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Criteria	Distinguished	☐ Effective	Developing/Needs Improvement	Unacceptable					
Demonstrates effective, authentic and ongoing community and stakeholder engagement strategies.	The administrator consistently demonstrates effective, authentic and ongoing community and stakeholder engagement strategies.	The administrator demonstrates effective community and stakeholder engagement strategies.	The administrator demonstrates inconsistent or ineffective community and stakeholder engagement strategies.	The administrator fails to demonstrate community and stakeholder engagement strategies.					
Evidence: Click here to enter text.									
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Criteria	Distinguished	☐ Effective	Developing/Needs Improvement	☐ Unacceptable					
Keeps the staff, Board and public informed of all	The administrator consistently and effectively keeps staff. Board and public	The administrator effectively keeps staff, Board and public	The administrator inconsistently or ineffectively informs staff. Board and	The administrator fails to inform staff, Board and public					

Recommended for Contract Renewal. Recommended for Dismissal/Non-renewal of Contract. (The administrator has failed to make progress on a Performance improvement Plan, or consistently performs below the established tandards, or in a manner that is inconsistent with the school's mission and goals. Recommended for placement on a Performance Improvement Plan. (One or more standards are Unacceptable, two or more standards or Needs Improvement, or three or more standards are Developing.) Recommended for placement on a Performance Improvement Plan. (One or more standards are Unacceptable, two or more standards or Needs Improvement, or three or more standards are Developing.) Recommended for placement on a Performance Improvement Plan. (One or more standards are Unacceptable, two or more standards or Needs Improvement, or three or more standards are Developing.) Recommended for placement on a Performance Improvement Plan. (One or more standards are Unacceptable, two or more standards or Needs Improvement, or three or more standards are Developing.)										
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the performance standards.)