

Galion City Schools Executive Performance System - Superintendent

STEP 1: IDENTIFY ANNUAL DISTRICT OBJECTIVES

Name: Academic Year:

Position: Date of Meeting:

FOCUSED, ANNUAL DISTRICT OBJECTIVES (no more than five)	EVIDENCE OF PROGRESS OR COMPLETION (Monitoring Evidence/Data Sources)	TARGETED COMPLETION DATE
1.		
2.		
3.		
CAPACITY CONSIDERATIONS (e.g., financial resources, staff, equipment, time)		

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STEP 2: Summative & Formative Check-Ins

Name:

Academic Year:
Date of Formative Check-In:
Date of Summative Check-In:

<div>STANDARD 1: Vision, Continuous Improvement and Focus of District Work</div> <div>THE SUPERINTENDENT HAS:<ul style="list-style-type: none">Initiated a collaborative processto articulate the vision of the district.Modeled data-based decision making by analyzing multiple data sources to set district goals and objectives.Supported the effective use of data for decision-making district wide.Set focused goals and objectives for the district.Taken clear, planned actions to meet the district goals and objectives.Planned a system for monitoring progress to goals and objectives.</div>	EMPLOYEE REFLECTION ANDCOMMENTS		BOARD RESPONSE/ RECOMMENDATIONS	
	FORMATIVE (MID-YEAR)		FORMATIVE (MID-YEAR)	
	SUMMATIVE (END-OF-YEAR)		SUMMATIVE (END-OF-YEAR)	

STANDARD 2: Communication and Collaboration THE SUPERINTENDENT HAS: <ul style="list-style-type: none"> • Demonstrated communication competence with all stakeholders. • Developed, implemented and maintained effective communication systems. • Communicated effectively and openly and demonstrated awillingness to collaborate with the board of education, the district treasurer and the district staff. • Communicated effectively and openly and demonstrated awillingness to collaborate with external stakeholders. 	EMPLOYEE REFLECTION ANDCOMMENTS		BOARD RESPONSE/ RECOMMENDATIONS	
	FORMATIVE (MID-YEAR)		FORMATIVE (MID-YEAR)	
STANDARD 3: Policies and Governance THE SUPERINTENDENT HAS: <ul style="list-style-type: none"> • Reviewed, developed and recommended effectivedistrict policies. • Advocated for students and families through professional organizations and government advocacy. • Modeled and expected professional and ethical conduct. 	SUMMATIVE (END-OF-YEAR)		SUMMATIVE (END-OF-YEAR)	
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	EMPLOYEE REFLECTION AND COMMENTS	BOARD RESPONSE/ RECOMMENDATIONS
	FORMATIVE (MID-YEAR)	FORMATIVE (MID-YEAR)
STANDARD 4: Instruction THE SUPERINTENDENT HAS: <ul style="list-style-type: none"> Required the districtwide use of an established curriculum. Ensured that high-quality, standards-based instruction occurs in all classrooms. Set expectations for the creation of a comprehensive district assessment plan. Ensured full access and opportunity for all students. Provided high-quality professional development for all staff. 		
	SUMMATIVE (END-OF-YEAR)	SUMMATIVE (END-OF-YEAR)
STANDARD 5: Resources THE SUPERINTENDENT HAS: <ul style="list-style-type: none"> Recruited, evaluated and retained quality staff. Managed fiscal resources effectively and in alignment with district goals. Overseen management of and planning for district facilities and operations. Organized the district calendar to maximize learning 		
	SUMMATIVE (END-OF-YEAR)	SUMMATIVE (END-OF-YEAR)

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STEP 3: Performance on Objectives

Name:

Academic Year:

Date of Formative Check-In:

Date of Summative Check-In:

DISTRICT OBJECTIVES (from Step 1)	EVIDENCE OF PROGRESS	FORMATIVE ASSESSMENT		SUMMATIVE ASSESSMENT	
		IN PROGRESS	COMPLETED	IN PROGRESS	COMPLETED
Employee's Response:					
Board Commendations/Recommendations:					

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STEP 4: Annual Summative Evaluation

Name:	Academic Year:
Position:	Date of Formative Check-In:
	Date of Summative Check-In:

Board Commendations/Recommendations:

Signature of Board President:	Printed Name of Board President:	Date:
Signature of Employee:	Printed Name of Employee:	Date: