



Mountain Home School District #193

Superintendent James Gilbert

SUPERINTENDENT EVALUATION – _____ *School Year*

Each Board member completes an evaluation form rating each standard *Unsatisfactory, Basic, Proficient, or Distinguished*. Provide comments to assist superintendent in understanding the rating. Each board member's form will be given to the superintendent. Following are definitions for the four (4) ratings:

- *Distinguished* – Performance consistently exceeds expectations set forth in the performance standards. Performance by the superintendent continually has an impact on students, staff, and programs in the school district in a positive manner.
- *Proficient* – Performance that consistently meets expectations resulting in quality work in the accomplishment of the job performance standards identified for the superintendent.
- *Basic* – Meeting minimum requirements. Superintendent understands the components but implementation is not consistent or up to expected standards. The board should cite specific evidence in a narrative format.
- *Unsatisfactory* – Unacceptable performance that requires significant improvement to justify continued employment. The board should cite specific evidence in a narrative format.

Each Standard begins with – A school administrator is an educational leader who promotes the success of each student by:

Standard 1: Leading the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by school and community stakeholders.

Evidence	Evaluation Notes
<ul style="list-style-type: none"> • To be determined by the Board 	
Rating:	

Standard 2: Leading through advocating, nurturing, and sustaining district/school cultures and coherent instructional programs that are conducive to student learning and staff professional growth.

Evidence	Evaluation Notes
<ul style="list-style-type: none"> • To be determined by the Board 	
Rating:	

Standard 3: Ensuring management of the organization, operations, and resources for a safe, efficient, and effective learning environment.

Evidence	Evaluation Notes
<ul style="list-style-type: none"> • To be determined by the Board 	
Rating:	

Standard 4: Collaborating with families and community members, responding to diverse community interests and needs, and mobilizing community resources.

Evidence	Evaluation Notes
<ul style="list-style-type: none"> To be determined by the Board 	
Rating:	

Standard 5: Acting with integrity, fairness, and in an ethical manner.

Evidence	Evaluation Notes
<ul style="list-style-type: none"> To be determined by the Board 	
Rating:	

Standard 6: Understanding, responding to, and influencing the political, social, economic, legal, and cultural context.

Evidence	Evaluation Notes
<ul style="list-style-type: none"> To be determined by the Board 	
Rating:	

Overall Rating:

Comments: