

The superintendent will conduct an ongoing evaluation of each administrator's skills, abilities and competence. The superintendent will evaluate the performance of the administrator, providing feedback and direction related to demonstrated skills, abilities, competence, and continuing professional growth. At a minimum, the superintendent will formally evaluate the administrator on an annual basis.

The evaluation will include an assessment of the administrator's competence in meeting the Iowa Standards for School Administrators and goals of the administrator's individual professional development plan and job targets. Iowa Standards for School Administrators specify that administrators are expected to perform as educational leaders who promote the success of all students by engaging in the following standards:

Iowa's Standards for School Leaders (*adopted 11.18.20 / effect date: July 2021*)

STANDARD 1. MISSION, VISION, AND CORE VALUES

Educational leaders develop, advocate, and enact a shared mission, vision, and core values of high-quality education and academic success and well-being of each student.

STANDARD 2. ETHICS AND PROFESSIONAL NORMS

Educational leaders act ethically and according to professional norms to promote each student's academic success and well-being.

STANDARD 3. EQUITY AND CULTURAL RESPONSIVENESS

Educational leaders strive for equity of educational opportunity and culturally responsive practices to promote each student's academic success and well-being.

STANDARD 4. CURRICULUM, INSTRUCTION, AND ASSESSMENT

Educational leaders develop and support intellectually rigorous and coherent systems of curriculum, instruction, and assessment to promote each student's academic success and well-being.

STANDARD 5. COMMUNITY OF CARE AND SUPPORT FOR STUDENTS

Educational leaders cultivate an inclusive, caring, and supportive school community that promotes the academic success and well-being of each student.

STANDARD 6. PROFESSIONAL CAPACITY OF SCHOOL PERSONNEL

Educational leaders develop the professional capacity and practice of school personnel to promote each student's academic success and well-being.

STANDARD 7. PROFESSIONAL COMMUNITY FOR TEACHERS AND STAFF

Educational leaders foster a professional community of teachers and other professional staff to promote each student's academic success and well-being.

STANDARD 8. MEANINGFUL ENGAGEMENT OF FAMILIES AND COMMUNITY

Educational leaders engage families and the community in meaningful, reciprocal, and mutually beneficial ways to promote each student’s academic success and well-being.

STANDARD 9. OPERATIONS AND MANAGEMENT

Educational leaders manage school operations and resources to promote each student’s academic success and well-being.

STANDARD 10. SCHOOL IMPROVEMENT

Educational leaders act as agents of continuous improvement to promote each student’s academic success and well-being.

The evaluation instrument will be in writing, signed by both the administrator and the superintendent, and filed in the administrator’s personnel file. It is the responsibility of the superintendent to ensure that the formal evaluation of the administrator is concluded prior to May 15 annually.

Date of Adoption: 11/25/75

Reviewed and Amended: 12/21/92; 12/95; 8/99; 6/9/03; 03/25/13; 4/27/15; 5/24/21