Indiana Superintendent Evaluation Rubric and Goals Score Sheet

1.0 Human Capital Manager – The superintendent uses the role of human capital manager to drive improvements in building leader effectiveness and student achievement.						
building	Indicator	Highly Effective (4)	Effective (3)	Improvement	Ineffective (1)	
	indicator	Inginy Effective (4)	Effective (3)	Necessary (2)	menecuve (1)	
	1.1					
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	1.5	Ш			Ш	
	Score					
2.0 I		danahin Tha ann ani			:	
2.0 Instructional Leadership – The superintendent acutely focuses on effective teaching and learning, possesses a deep and comprehensive understanding of best instructional practices, and continuously promotes activities that contribute to						
the academic success of all students.						
the acade	Indicator	Highly Effective (4)	Effective (3)	Improvement	Ineffective (1)	Category Score
	muicator	riigiiiy Ericcuve (4)	Effective (3)	Necessary (2)	menecuve (1)	Category Score
	2.1					
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3.0 Personal Behavior – The superintendent models personal behaviors that set the tone for effective organizational						
leadershi		***	77.00	-	¥ 60 10 111	
	Indicator	Highly Effective (4)	Effective (3)	Improvement	Ineffective (1)	Category Score
	2.1			Necessary (2)		
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4.0 Building Relationships – The superintendent builds relationships to ensure that all key stakeholders work effectively						
		hieve organizational		-		
	Indicator	Highly Effective (4)	Effective (3)	Improvement	Ineffective (1)	Category Score
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5.0 Cultu	re of Achiev	vement – The superin	tendent develops a c	cornoration-wide cultu	re of achievement ali	oned to the
5.0 Culture of Achievement – The superintendent develops a corporation-wide culture of achievement aligned to the school corporation's vision of success for every student.						
SCHOOL CO.	Indicator	Highly Effective (4)	Effective (3)	Improvement	Ineffective (1)	Category Score
		8 , ()		Necessary (2)	,	g - ,
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	Score			<u> </u>		
60 Organizational Operational and Decourse Management. The appointed death and a second of the secon						
6.0 Organizational, Operational, and Resource Management – The superintendent leverages organizational, operational, and resource management skills to support school corporation improvement and achieve desired educational outcomes.						
anu resol	Indicator	Highly Effective (4)	Effective (3)	Improvement and act	Ineffective (1)	Category Score
	maicawi	inging Directive (4)	Directive (3)	Necessary (2)	monteure (1)	Category Score
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	6.2					
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	6.4					
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	Total					
Superintendents Goals/Objectives						
Superinte	endents Goa Goal /	Highly Effective (4)	Effective (3)	Improvement	Ineffective (1)	Catagomy Fooms
	Goal / Objective	ingmy Enecuve (4)	Effective (3)	Improvement Necessary (2)	menective (1)	Category Score
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	2	H	– 	H	H	
	3					
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Evaluator's Name or #____