

Wayne P. Gdovic
SUPERINTENDENT EVALUATION FORM

INSTRUCTIONS: Please evaluate the Superintendent's performance by numerically scoring each item below. Please provide supporting comments that indicate specific examples of Excellent Performance, as well as any suggestions for improvement.

RATING DEFINITIONS:

- 3 - Exceeds Expectations
- 2 - Meets Expectations
- 1 - Below Expectations

N/O = Not observed

1.0	STUDENT GROWTH & ACHIEVEMENT	1	2	3	N/O	EXAMPLES TO SUPPORT RATING
1.1	Assesses Student Success: Uses multiple data sources to assess student success and growth.					
1.2	Achieves District Performance Objectives: Objectives are clearly articulated and achieved relative to PSSA, Keystone, and other locally determined measures.					
1.3	Highlights Student Successes: Recognizes student success and achievement.					

2.0	DISTRICT OPERATIONS AND FINANCIAL MANAGEMENT	1	2	3	N/O	EXAMPLES TO SUPPORT RATING
2.1	Manages Financial Resources: Evaluates educational needs and translates them into financial recommendations. Oversees distribution of resources in support of District priorities.					
2.2	Supervises Operations: Insists on competent and efficient district operation; assists in identifying, planning and implementing capital improvements; communicates the physical needs of the district.					
2.3	Reports Budget: Supervises, recommends and assumes responsibility for presenting the annual budget and financial updates to the Board.					

2.4	Pursues Funding Options: Explores and develops non-tax revenue sources for funding District programs & initiatives; works with Board to promote sound economic practices so as to keep taxes at a reasonable level.					
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3.0	ORGANIZATIONAL LEADERSHIP	1	2	3	N/O	EXAMPLES TO SUPPORT RATING
3.1	Provides Direction: In partnership with the board, fosters the development of a common vision supporting the Strategic Plan; provides clear direction & priorities, clarifies roles & responsibilities.					
3.2	Executes Policy: Interprets & implements the intent of Board policy; supports & communicates Board actions to the public & staff.					
3.3	Leads Courageously: Steps forward to address difficult issues; puts self on the line to deal with important problems; takes a firm stand when required. Manages disagreements to resolution collaboratively.					
3.4	Identifies Educational Issues: Gathers & presents relevant information to analyze issues; reports on a broad range of issues within and without the district					
3.5	Establishes and Executes Goals: Develops comprehensive, realistic, and effective short- and long-range goals consistent with the Strategic Plan; includes stakeholders in planning process in a meaningful way.					
3.6	Fosters Teamwork: Builds effective teams committed to district goals; fosters collaboration among team members and teams; uses teams to address relevant issues; creates enthusiasm and desire to excel					
3.7	Champions Change: Challenges the status quo; presents and seeks new initiatives; acts as a catalyst of change; manages implementation of new initiatives.					
3.8	Coaches and Develops: Accurately assesses strengths & development needs of personnel; gives timely, specific, feedback; provides opportunities for growth.					

3.9	Fosters Open Communication: Creates atmosphere in which timely & quality information flows between self & others; models & encourages open expression of ideas & opinions; demonstrates attention to & conveys understanding of the comments & questions of others; listens well in a group.					
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4.0	PROFESSIONALISM	1	2	3	N/O	EXAMPLES TO SUPPORT RATING
4.1	Achieves Community Support of Schools: Works to increase community understanding of educational goals through participation in community life & affairs.					
4.2	Interfaces with Media: Works effectively with the news media.					
4.3	Influences Others: Asserts personal ideas and persuades others; gains support and commitment from others; mobilizes others to take action.					
4.5	Cultivates Relationships: Develops goodwill toward the District among alumni, residents, the business community, and potential funding sources.					
4.6	Acts with Integrity: Demonstrates ethical leadership; models consistency of values & behavior; builds trust through follow-through on commitments.					

4.7	Demonstrates Adaptability: Handles work challenges confidently; is willing & able to adjust to multiple demands, shifting priorities, ambiguity, & rapid change; shows resilience in the face of constraints, frustrations, or adversity; demonstrates flexibility.					
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EVALUATION SUMMARY

IDENTIFY 3 to 5 AREAS OF POSITIVE PERFORMANCE:

IDENTIFY 3 to 5 AREAS OF DEVELOPMENT OPPORTUNITIES:

OVERALL PERFORMANCE RATING: 1 2 3