

# SUPERINTENDENT ANNUAL PERFORMANCE REPORT

Superintendent: \_\_\_\_\_ School Year(s): \_\_\_\_\_

District: \_\_\_\_\_

The Board of Education met on \_\_\_\_\_ to discuss and compile this Annual Performance Report of both the progress toward the achievement of the district's goals and the Superintendent's leadership skills.

In this meeting we reviewed the completed evaluation from \_\_\_ board members. The resulting Annual Performance Report was prepared as required by *N.J.S.A. 18A:17-20.3* and *N.J.A.C. 6A:10-8.1*.

## Progress Toward District Goals

District Goal #1:	
Indicators of Student Progress:	
	This goal has been achieved.
	Satisfactory progress has been made on this goal.
	Little to no progress has been made on this goal.
Supporting remarks:	

District Goal #2:	
Indicators of Student Progress:	
	This goal has been achieved.
	Satisfactory progress has been made on this goal.
	Little to no progress has been made on this goal.
Supporting remarks:	

District Goal #3:	
Indicators of Student Progress:	
	This goal has been achieved.
	Satisfactory progress has been made on this goal.
	Little to no progress has been made on this goal.
Supporting remarks:	

District Goal #4:	
Indicators of Student Progress:	
	This goal has been achieved.
	Satisfactory progress has been made on this goal.
	Little to no progress has been made on this goal.
Supporting remarks:	

District Goal #5:	
Indicators of Student Progress:	
	This goal has been achieved.
	Satisfactory progress has been made on this goal.
	Little to no progress has been made on this goal.
Supporting remarks:	

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## Leadership Standards

<b>Standard 1: Mission, Vision and Core Values</b>		
<i>Effective Educational Leaders advocate, enact, and communicate a shared mission, vision and core values of high quality education that promotes each student's academic success and well-being.</i>		
	<b>EXEMPLARY</b>	The superintendent consistently advocates, enacts, communicates and sustains a shared mission, vision and core values in a manner that includes all district stakeholders and has a strong positive impact on student success.
	<b>PROFICIENT</b>	The superintendent advocates, enacts and communicates a shared mission, vision and core values in a manner that promotes student success.
	<b>AREA FOR GROWTH</b>	The superintendent has some success in advocating, enacting and communicating a shared mission, vision and core values. Improvement is needed in some aspects of this standard. Continued progress is anticipated in this standard.
	<b>UNSATISFACTORY</b>	The superintendent does not advocate, enact or communicate a shared mission, vision and core values in a manner that promotes student success.
	<b>NOT OBSERVED</b>	Neither positive nor negative. Insufficient personal experience to evaluate.
Remarks supporting rating:		

<b>Standard 2: Governance, Ethics and Professional Norms</b>		
<i>Effective Educational Leaders exhibit an understanding of board and superintendent roles, manage the district consistent with board policies and demonstrate the skills to work effectively with the board that promotes each student's academic success and well-being.</i>		
	<b>EXEMPLARY</b>	The superintendent consistently demonstrates and significantly exceeds the skills to manage the district in an ethical and professional manner that contributes to a highly effective board-superintendent team.
	<b>PROFICIENT</b>	The superintendent demonstrates the skills to manage the district in an ethical and professional manner which assists his/her work with the board.
	<b>AREA FOR GROWTH</b>	The superintendent demonstrates some of the skills to manage the district in an ethical and professional manner which assists his/her work with the board. Improvement is needed in some aspects of this standard. Continued progress is anticipated in this standard.
	<b>UNSATISFACTORY</b>	The superintendent does not demonstrate the skills to manage the district in an ethical and professional manner.
	<b>NOT OBSERVED</b>	Neither positive nor negative. Insufficient personal experience to evaluate.
Remarks supporting rating:		

<b>Standard 3: Operations Management</b>		
<i>Effective educational leaders manage school operations and resources to promote each student's academic success and well-being.</i>		
	<b>EXEMPLARY</b>	The superintendent consistently and significantly exceeds the management of school district operations and resources in a manner that focuses on and enhances student success.
	<b>PROFICIENT</b>	The superintendent manages school district operations in a manner that promotes student success.
	<b>AREA FOR GROWTH</b>	The superintendent has had uneven success in the operations management of the district. Improvement is needed in some aspects of this standard. Continued progress is anticipated in this standard.
	<b>UNSATISFACTORY</b>	The superintendent does not manage school district operations in a manner that promotes student success.
	<b>NOT OBSERVED</b>	Neither positive nor negative. Insufficient personal experience to evaluate.
Remarks supporting rating:		

# SUPERINTENDENT ANNUAL PERFORMANCE REPORT

<b>Standard 4: Curriculum, Instruction, Assessment and School Improvement</b>		
<i>Effective Leaders develop and support an intellectually rigorous and coherent system of curriculum, instruction, and assessment and act as agents of continuous improvement to promote each student's academic success and well-being.</i>		
	<b>EXEMPLARY</b>	The superintendent consistently and significantly exceeds the support and development of a rigorous and coherent system of curriculum, instruction, assessment and continuous school improvement that provides for each student's academic success and well-being.
	<b>PROFICIENT</b>	The superintendent supports the development of a rigorous and coherent system of curriculum, instruction, assessment and school improvement in a manner that promotes student success and well-being.
	<b>AREA FOR GROWTH</b>	The superintendent has some success in supporting the development of a rigorous and coherent system of curriculum, instruction, assessment and school improvement. Improvement is needed in some aspects of this standard. Continued progress is anticipated in this standard.
	<b>UNSATISFACTORY</b>	The superintendent does not support the development of a rigorous and coherent system of curriculum, instruction, assessment and school improvement in a manner that promotes student success and well-being.
	<b>NOT OBSERVED</b>	Neither positive nor negative. Insufficient personal experience to evaluate.
Remarks supporting rating:		

<b>Standard 5: Community of Care, Equity and Family Engagement</b>		
<i>Effective education leaders engage families and the community in meaningful and beneficial ways while cultivating an inclusive, caring and supportive school community that promotes the academic success and well-being of each student.</i>		
	<b>EXEMPLARY</b>	The superintendent has consistently and significantly exceeded in cultivating and promoting an inclusive, caring and supportive school community that engages families and the community in a mutually beneficial manner to promote each student's success and well-being.
	<b>PROFICIENT</b>	The superintendent has cultivated and promoted an inclusive, caring, and supportive school community for students and engaged families for the success and well-being of all students.
	<b>AREA FOR GROWTH</b>	The superintendent had some success in cultivating and promoting an inclusive, caring, and supportive school community for students and engaged families for the success and well-being of all students. Improvement is needed in some aspects of this standard. Continued progress is anticipated in this standard.
	<b>UNSATISFACTORY</b>	The superintendent did not have success in cultivating and promoting an inclusive, caring, and supportive school community for students nor in engaging families for the success and well-being of all students.
	<b>NOT OBSERVED</b>	Neither positive nor negative. Insufficient personal experience to evaluate.
Remarks supporting rating:		

<b>Standard 6: Professional Capacity/Community of School District Personnel</b>		
<i>Effective educational leaders develop the professional capacity and practice of school district personnel, fostering an engaged community of teachers and professional staff to promote each students academic success and well-being.</i>		
	<b>EXEMPLARY</b>	The superintendent consistently and significantly exceeds the development of a professional capacity/community of district personnel in a manner that focuses on and improves each student's success and well-being.
	<b>PROFICIENT</b>	The superintendent develops the professional capacity/ community of district personnel in a manner that promotes student success and well-being.
	<b>AREA FOR GROWTH</b>	The superintendent has some success in developing the professional capacity/ community of district personnel. Improvement is needed in some aspects of this standard. Continued progress is anticipated in this standard.
	<b>UNSATISFACTORY</b>	The superintendent does not develop the professional capacity/community of district personnel in a manner that promotes student success and well-being.
	<b>NOT OBSERVED</b>	Neither positive nor negative. Insufficient personal experience to evaluate.
Remarks supporting rating:		

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The Superintendent demonstrates strength(s) in the following standards:	
	<b>Standard 1:</b> Mission, Vision and Core Values
	<b>Standard 2:</b> Governance, Ethics and Professional Norms
	<b>Standard 3:</b> Operations Management
	<b>Standard 4:</b> Curriculum, Instruction, Assessment and School Improvement
	<b>Standard 5:</b> Community of Care, Equity and Family Engagement
	<b>Standard 6:</b> Professional Capacity/Community of School District Personnel
Supporting Remarks:	

Of the six standards, which areas require professional growth and improvement?	
	<b>Standard 1:</b> Mission, Vision and Core Values
	<b>Standard 2:</b> Governance, Ethics and Professional Norms
	<b>Standard 3:</b> Operations Management
	<b>Standard 4:</b> Curriculum, Instruction, Assessment and School Improvement
	<b>Standard 5:</b> Community of Care, Equity and Family Engagement
	<b>Standard 6:</b> Professional Capacity/Community of School District Personnel
Supporting Remarks:	

OVERALL SUMMARY EVALUATION COMMENTS/REMARKS

\_\_\_\_\_

Board President

\_\_\_\_\_

Superintendent

Date: \_\_\_\_\_

Date: \_\_\_\_\_