

I. RELATIONSHIP WITH THE BOARD

Evaluation Criteria	Below Expectation	Meets Expectation	Above Expectation	N/A
Participates in planning the agenda for every Board meeting, and provides timely, relevant, and comprehensive materials and background information.				
Interprets and executes the Board policy, plans and objectives, and strives to update when necessary.				
Offers professional advice to the Board and its Officers, with recommendations based on thorough study and analysis.				
Has a harmonious and close working relationship with the Board, treating Officers impartially and alike, refraining from criticism; earnestly seeks to resolve differences of opinion.				
Provides continuous appraisal of school policies, advising the Board on the need for additions and revisions, issuing drafts.				

Comments

II. COMMUNITY RELATIONS

Evaluation Criteria	Below Expectation	Meets Expectation	Above Expectation	N/A
Supervises public relations activities in the district, keeping the public informed of events, policies, practices, and challenges in the district's schools.				
Develops strong relationships with parent-teacher organizations, local councils, state government, other school systems, institutions, agencies, local businesses, and the general public.				
Visible and consistent articulation of the School's commitment to academic, social, and emotional learning, and articulation of the School's values.				
Promotes RSU13's successes across media and at public events				

Comments

III. PERSONNEL LEADERSHIP

Evaluation Criteria	Below Expectation	Meets Expectation	Above Expectation	N/A
Develops and implements sound personnel practices, consistent with law, Board Policy, and collective bargaining agreements.				
Provides fair, firm and impartial supervision and evaluation of staff, fostering a good working environment.				
Regularly communicates the school’s vision, policies, plans and objectives to staff, involves them in strategic planning.				
Encourages in-service education and professional growth of all staff through conferences, workshops, group discussions, studies, and use of consultants.				
Maintains up-to-date and complete organization charts and job descriptions.				

Comments

IV. BUSINESS, FINANCE AND FACILITIES

Evaluation Criteria	Below Expectation	Meets Expectation	Above Expectation	N/A
Prepares and presents to the Board a preliminary annual budget in accordance with the Board-prescribed schedule.				
Ensures proper control and administration of the annual budget, of expenditures, and ensures regular reporting of actuals versus plan.				
Ensures RSU13’s cyber security, physical security, emergency procedures and policies are complete and continuously reviewed.				
Supervises operations, maintenance, alteration and repair to buildings and grounds. Evaluates plant needs and recommends to the Board improvements, alterations and changes in buildings and equipment of the district.				

Comments

V. EDUCATIONAL LEADERSHIP

Evaluation Criteria	Below Expectation	Meets Expectation	Above Expectation	N/A
Interprets and enforces all provisions of law, rules and regulations, and Board Policy relating to the management of the schools and educational, recreational, and social activities.				
Understands all aspects of instructional program, with responsibility for their coordination, supervision and continuous improvement through adoption of best in educational thought and practice.				
Encourages a positive approach to student behavior aligned with the district's social emotional learning programs.				
Maintains an administrative organization chart, job descriptions.				
Ensures constant attention to quantitative and qualitative measures of student attendance, behavior, graduation-rates, learning outcome results and pathway outcomes.				

Comments

VI. PERSONAL QUALITIES AND GROWTH

Evaluation Criteria	Below Expectation	Meets Expectation	Above Expectation	N/A
Demonstrates outstanding leadership qualities with the ability to delegate authority and responsibility effectively and to hold subordinates properly accountable.				
Deals well with pressure, adversity and a heavy, unpredictable workload.				
Speaks well before large and small groups, expressing ideas in a logical and forthright manner.				
Shows a commitment to personal learning and career-development.				

Comments