



**CEO Evaluation Form**

**Job Responsibilities**

**STANDARD #1: A Chief Executive Officer (CEO) is an educational leader who promotes the success of all students in all sub groups facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the school community.**

**Sample Performance Indicators**

- 1.1 Sets priorities in the context of improving student achievement needs.
- 1.2 Articulates and promotes high expectations for teaching and student learning and teaching quality.
- 1.3 Develops, communicates, and implements a collective vision of comprehensive school improvement.
- 1.4 Formulates procedures for gathering, analyzing and using district data for decision-making.

<b>Supporting Evidence:</b> _____	<b>Summary Rating</b>
_____	Satisfactory
_____	Unsatisfactory
_____	
_____	

**STANDARD #2: A CEO is an educational leader who promotes the success of all students by advocating, nurturing and sustaining a school culture and instructional program conducive to student learning and staff professional development.**

**Sample Performance Indicators**

- 2.1 Provides leadership for annually assessing and setting priorities on student and district needs.
- 2.2 Establishes baselines in 2007-2008 for future student assessment goals
- 2.3 Examines student achievement data, disaggregates data and creates improvement plans.
- 2.4 Provide leadership for ACSA Pre/Post test data for each student and school.
- 2.5 Provides leadership encouragement, opportunities, and structure for all staff to continually design more effective teaching and learning experiences for all students.

<b>Supporting Evidence:</b> _____	<b>Summary Rating</b>
_____	Satisfactory
_____	Unsatisfactory
_____	
_____	

**STANDARD #3: A CEO is an educational leader who promotes the success of all students by ensuring management of the organization, operations, and resources for a safe, efficient, and effective learning environment.**

**Sample Performance Indicators**

- 3.1 Analyzes and reports on student achievement, attendance, and graduation rate.
- 3.2 Evaluates performance of staff and takes appropriate follow-up action.
- 3.3 Provides direction and support for periodic review of curriculum and school policies and procedures.
- 3.4 Monitors recruitment and selection of district personnel and holds staff accountable for performance.
- 3.5 Manage the district budget.

<b>Supporting Evidence:</b> _____	<b>Summary Rating</b>
_____	Satisfactory
_____	Unsatisfactory
_____	
_____	

**STANDARD #4: A CEO is an educational leader who promotes the success of all students by collaborating with families and community members, responding to diverse community interests and needs, and mobilizing community resources.**

**Sample Performance Indicators**

- 4.1 Provides leadership for improving parent participation and business partnerships in the schools.
- 4.2 Promotes, demonstrates, and supports clear two-way communication at all levels of the district.
- 4.3 Provides community services so as to increase the use of schools by the community.
- 4.4 Increase public awareness of ACSA.

<b>Supporting Evidence:</b> _____	<b>Summary Rating</b>
_____	Satisfactory
_____	Unsatisfactory
_____	
_____	

**STANDARD #5: A CEO is an educational leader who promotes the success of all students by acting with integrity, fairness, and in an ethical manner.**

**Sample Performance Indicators**

- 5.1 Conducts oneself in an ethical, trustworthy and professional manner, board and community.
- 5.2 Demonstrates awareness of professional issues and developments in education.
- 5.3 Treats everyone with fairness.

<b>Supporting Evidence:</b> _____ _____ _____ _____ _____	<b>Summary Rating</b>  Satisfactory  Unsatisfactory
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**STANDARD #6: A CEO is an educational leader who promotes the success of all students by understanding, responding to, and influencing the larger political, social, economic, legal, and cultural context.**

**Sample Performance Indicators**

- 6.1 Serves as an articulate spokesperson for the welfare of all members of the learning community.
- 6.2 Demonstrates respect for diversity in students, staff, and programs.
- 6.3 Communicates clearly and substantively to the community about district issues and performance.
- 6.4 Provides leadership with the board for defining superintendent and board roles, mutual expectations, procedures for working together, and formulating district policies.
- 6.5 Recommends district policy in consideration of state and federal requirements and local expectations.

<b>Supporting Evidence:</b> _____ _____ _____ _____ _____	<b>Summary Rating</b>  Satisfactory  Unsatisfactory
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**Job Targets ~ List significant job targets to be accomplished by the CEO during the next 12-months that will best move the ACSA forward in achieving the district's long-term goals.**

7.1 Target: **80% of all high school seniors will graduate.** \_\_\_\_\_  
 Comments: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

7.2 Target: **50% of all high school graduates will continue in post secondary education or training** \_\_\_\_\_  
 Comments: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

7.3 Target: **25% of all high school graduates will qualify for TOPS** \_\_\_\_\_  
 Comment: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

7.4 Target: Increase the implementation of the arts in ACSA schools \_\_\_\_\_

Comment: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Supporting Evidence: _____ _____ _____ _____ _____ _____	<b>Summary Rating</b>
	Satisfactory
	Unsatisfactory

**Overall Summary [Check (✓) one in each row]**

Job Responsibilities:	Satisfactory	Unsatisfactory
Standard 1		
Standard 2		
Standard 3		
Standard 4		
Standard 5		
Standard 6		
Job Targets:		
<b>Summative Rating:</b>		

Board Comments:

CEO Comments:

CEO's Signature: \_\_\_\_\_ Date: \_\_\_\_\_  
 Evaluation Period: \_\_\_\_\_, 200\_\_ to \_\_\_\_\_, 200\_\_  
 Board President's Signature: \_\_\_\_\_ Date: \_\_\_\_\_