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.

Indicator	Highly Effecitve (4)	Effective (3)	Improvement Necessary (2)	Ineffective (1)	
1.1					
1.2					
1.3					

2.0 Instructional Leadership - The superintendent acutely focuses on effective teaching and learning, possesses a deep understanding of best instructional practices, and continuously promotes activities that contribute to the academic success fo all students.

Indicator	Highly Effecitve (4)	Effective (3)	Improvement Necessary (2)	Ineffective (1)	
2.1					
2.2					
2.3					

3.0 Professional behavior - The superintendent models professional behaviors when representing the school corporation and engaging in professional duties.

Indicator	Highly Effecitve (4)	Effective (3)	Improvement Necessary (2)	Ineffective (1)	
3.1					
3.2					

4.0 Building relationships - The superintendent builds relationship to ensure that all key stakeholders work effectively with each other to achieve organizational results.

Indicator	Highly Effecitve (4)	Effective (3)	Improvement Necessary (2)	Ineffective (1)	
4.1					
4.2					
4.3					
4.4					
4.5					

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.

Indicator	Highly Effecitve (4)	Effective (3)	Improvement Necessary (2)	Ineffective (1)	
5.1					
5.2					
5.3					

6.0 Organizational, operational, and resource management - The superintendent leveages organizational, operational, and resource management skills to support school corpration improvement and achieve desired educational outcomes.

Indicator	Highly Effecitve (4)	Effective (3)	Improvement Necessary (2)	Ineffective (1)	
6.1					
6.2					
6.3					
6.4					
6.5					

Superintendent Goals/Objectives

Goal/Objective	Highly Effecitve (4)	Effective (3)	Improvement Necessary (2)	Ineffective (1)	
1					
2					
3					
4					
5					
6					