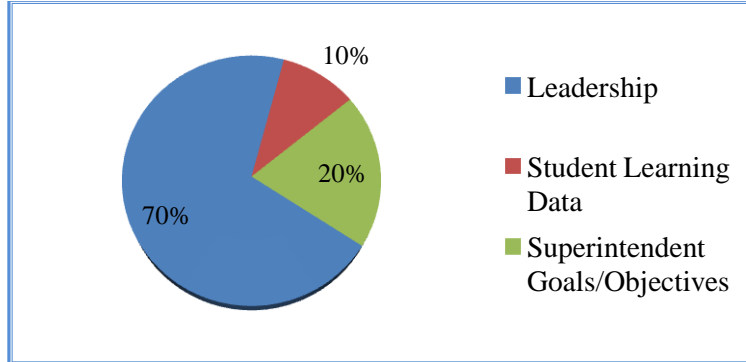


ISBA/IAPSS Superintendent Evaluation Metrics

[Example]: 70% Leadership Outcomes, 20% Superintendent Goals/Objectives,
10% Student Learning Data



LEADERSHIP OUTCOMES (70%):

Effectiveness Rubric (70%): This score is obtained from the evaluation rating from the ISBA/IAPSS Superintendent Evaluation Rubric. The process for determining this is outlined in the rubric itself. In this example, it is weighted at 70% of the superintendent’s comprehensive rating.

| Effectiveness Rubric | Category | Points |
|----------------------|---------------------------|--------|
| | Highly Effective (HE) | 4 |
| | Effective (E) | 3 |
| | Improvement Necessary (I) | 2 |
| | Ineffective (IN) | 1 |

STUDENT LEARNING DATA (10%):

Accountability A-F Grade (10%): The Accountability A-F Grade is obtained through its own rating process that incorporates growth and achievement. This rating is available through IDOE in August of each year to include in the evaluation. It is weighted at 10% of the superintendent’s comprehensive rating in this example.

| A-F Grade | Category | Points |
|-----------|---------------------------|--------|
| A | Highly Effective (HE) | 4 |
| B | Effective (E) | 3 |
| C | Improvement Necessary (I) | 2 |
| D or F | Ineffective (IN) | 1 |

SUPERINTENDENT GOALS/OBJECTIVES (20%):

This is an opportunity for superintendents to focus on individual goals/objectives mutually identified by the superintendent and school board that address local needs, focus on specific areas of school administration, or that emphasize areas of personal growth and performance. It is weighted at 20% of the superintendent’s comprehensive rating in this example.

The guidelines for Superintendent Goals/Objectives are as follows:

1. Must be collaboratively set by superintendent and school board
2. Must be measurable
3. Must represent a minimum of two goals
4. May be corporation or school-based
5. Can be reflective of personal growth or achievement

| Expectation | Category | Points |
|---------------------------------|---------------------------|--------|
| Exceeds all goals | Highly Effective (HE) | 4 |
| Meets all goals, may exceed one | Effective (E) | 3 |
| Meets only one goal | Improvement Necessary (I) | 2 |
| Meets no goals | Ineffective (IN) | 1 |

COMPUTING THE SCORE:

| | Raw Score | x | Weight | = SCORE |
|---|-----------|---|------------------------------------|---------|
| Rubric Rating | 3 | | 0.70 | 2.1 |
| + Accountability A-F Grade | 4 | | 0.10 | .4 |
| + Superintendent Goals/Objective Rating | 4 | | 0.20 | .8 |
| | | | Comprehensive Effectiveness Rating | 3.3 |

SCALE

| | Categories | | | | |
|---------|-------------|-----------------------|-----------|------------------|-----|
| | Ineffective | Improvement Necessary | Effective | Highly Effective | |
| Points* | 1.0 | 1.75 | 2.5 | 3.5 | 4.0 |