

THE IMPORTANCE OF A SUPERINTENDENT EVALUATION

It is the responsibility of the school board to evaluate the performance of the superintendent. A purposeful process utilizes an effective tool, involves all board members, equips the board with a comprehensive summary, and enables the leadership team to develop goal-driven outcomes. To ensure that your superintendent receives a purposeful and professional evaluation, allow us to provide the board with the support to elevate the evaluation process.

The NASB evaluation service is designed to:

- Streamline response collection
- Support the work of the board president
- Create a professional, comprehensive report
- Identify the strengths and leadership qualities of the educational leader

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NASB Mission Statement

***The Nebraska Association
of School Boards provides
programs, services, and advocacy
to strengthen public education
for all Nebraskans.***

NASB Board Leadership Team

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The Board Leadership Department provides options to support boards in their fiduciary responsibility.



Option I:

LEADERSHIP ENCOMPASS 360 EVALUATION

This unique tool gives the board a 360-degree view of the superintendent's performance by including internal and external stakeholders in the superintendent evaluation process.

The Association will:

- Utilize the NASB Encompass 360 Superintendent Evaluation Tool
- Work collaboratively with the board to define an evaluation timeline that aligns to board policy and/or contract language
- Distribute the link to the superintendent to complete a self-assessment
- Distribute evaluations to internal stakeholders (administration, board, certified staff, classified staff, and students) and external stakeholders (community and parents)
- Send reminders to all stakeholders prior to the deadlines
- Create a comprehensive and comparative evaluation report and forward to the board president



Option II:

NASB STANDARD SUPERINTENDENT EVALUATION

This evaluation is aligned with the NASB Superintendent Job Description. The two pair together to wholly define and evaluate the superintendent's roles and responsibilities measured by performance standards and indicators.

The Association will:

- Utilize the NASB Standard Superintendent Evaluation tool
- Work collaboratively with the board to define an evaluation timeline that aligns to board policy and/or contract language
- Distribute the link to the superintendent to complete a self-assessment
- Download the superintendent self-assessment and distribute to the board with the link to complete their individual evaluation
- Send reminders to board members prior to the deadline
- Develop an evaluation report and forward to the board president



Option III:

ONLINE SUPERINTENDENT EVALUATION

This online service integrates the board's current superintendent evaluation tool, enabling the board to confidentially complete the evaluation electronically. The results are compiled into a professional report and shared with the board president.

The Association will:

- Utilize the board-adopted superintendent evaluation tool
- Work collaboratively with the board to define an evaluation timeline that aligns to board policy and/or contract language
- Distribute the link to the superintendent to complete a self-assessment
- Download the superintendent self-assessment and distribute to the board with the link to complete their individual evaluation
- Send reminders to board members prior to the deadline
- Develop an evaluation report and forward to the board president

“By engaging all stakeholders, I feel this tool has given us clarity rather than trying to hit the needs without a clear target.”

— DR. HARRIET GOULD, BOARD PRESIDENT

“The part that is most powerful is to use the feedback and work with the board to develop mutual goals. We then will align and embed into the district strategic plan.” — DR. DERRICK JOEL, SUPERINTENDENT