



## Savoy ISD Superintendent Evaluation

A great deal of the Board's responsibility involves maintaining and improving the quality of instruction and administration. One of the primary methods used in carrying out this responsibility is to work with the superintendent in improving their effectiveness. This evaluation should be viewed as constructive and aimed at one goal: that is, the best possible school program. This formal evaluation report should be used by the superintendent as guide for future change and development of the superintendent's skills and abilities in working with students, teachers, principals, parents and board members.

### Evaluation Tools

- Student Academic Performance (TAPR released in October/November)
- District Improvement Plan (October)
- Annual FIRST Report (November)
- Annual Audit Report (December/January)
- District Superintendent Evaluation Instrument (January)

### Evaluation Timeline

- Formative Evaluation—June/July
- Summative Evaluation—January
- At any point during the year, the school Board has the option to share its assessment of the Superintendent’s performance by discussing the evidence/feedback related to the eight standards.

### District Academic Goals-Using TAPR Results

- Percent Passing **ALL Subjects**

Savoy ISD	2023		2024		Goal Met?
	State	SAVOY	State	SAVOY	
District	76	85	75	77	
Elementary		88		81	
Secondary		82		74	



• **Percent Passing Reading**

Savoy ISD	2023		2024		Goal Met?
	State	SAVOY	State	SAVOY	
District	77	87	76	82	
Elementary		91		86	
Secondary		83		77	

• **Percent Passing Math**

Savoy ISD	2023		2024		Goal Met?
	State	SAVOY	State	SAVOY	
District	75	84	72	71	
Elementary		86		76	
Secondary		82		62	

• **Percent Passing Science**

Savoy ISD	2023		2024		Goal Met?
	State	SAVOY	State	SAVOY	
District	77	82	75	83	
Elementary		84		84	
Secondary		80		83	

• **Percent Passing Social Studies**

Savoy ISD	2023		2024		Goal Met?
	State	SAVOY	State	SAVOY	
District	78	82	78	75	

• **Percent Dropout Results**

Savoy ISD	2022	2023	Goal Met?
District	0%	0%	



## SUPERINTENDENT EVALUATION INSTRUMENT

**Superintendent's Name:**

**Date:**

Please review and complete this evaluation instrument. The board member will evaluate the superintendent's leadership by assigning the rating that most closely represents the level of District performance. All evaluations are confidential and will be discussed in executive/closed session.

Please rate each indicator as listed below. Any rating of "needs improvement" should be accompanied by written comments specifying the reasons for the rating on the attached page.

**3-Exceptional:** Progress exceeds expectations

**2-Proficient:** Progress meets the expectations

**1-Needs improvement:** Progress does not meet expectations or significant problems exist

\_\_\_\_1. Instructional management: The superintendent plans, oversees, and monitors student success, teacher performance, and academic programs to ensure student achievement. (State Accountability, District planning and leadership team development)

\_\_\_\_2. Student performance: The superintendent ensures that student test scores remain at a respectable level or show improvement. (Texas Academic Performance Report, School Report Card)

\_\_\_\_3. Student services management: The superintendent oversees and monitors discipline management and school safety for overall effectiveness.

\_\_\_\_4. School climate and improvement: The superintendent oversees and monitors a positive learning environment that is student-focused meeting the needs of all learners. (Positive relationships, quality education for all students)

\_\_\_\_5. Board and community relations: The superintendent leads by example developing positive and productive working relationships with the board and community.

\_\_\_\_6. Management of finance, facilities, and operations: The superintendent monitors and oversees all district operations in an efficient and effective manner. (FIRST report and annual audit)



\_\_\_\_7. Personnel management: The superintendent ensures and oversees a process of staff recruitment, certification, and evaluation that encourages growth and development for all staff.

Any rating of “needs improvement” should be accompanied by written comments specifying the reasons for the rating.

General Comments:

\_\_\_\_\_  
Board Member Name

\_\_\_\_\_  
Board member signature

\_\_\_\_\_  
Date



In order for the superintendent to use the evaluation instrument to set future goals and objectives for the school district, please list what you consider to be the most outstanding achievements and the areas most needing improvement.

1. Strongest areas of the superintendent's performance during the past year.

2. Areas most in need of improvement during the coming year.

I have read and discussed this evaluation with the Board of Education. My signature does not necessarily indicate agreement.

Superintendent's Signature/Date

The Board has discussed this evaluation with the Superintendent.

Board President's Signature/Date

Resulting Actions:

Contract Extension            yes                    no                    no action taken

If yes, additional length to contract \_\_\_\_\_

Salary Adjustment            yes                    no action taken

If yes, amount of increase: \_\_\_\_\_

Increase in Salary effective date: \_\_\_\_\_

The Superintendent and Board President sign three copies of the Board's appraisal of the Superintendent. One copy is filed, after the evaluation conference with the Board President, one copy in the Superintendent's personnel file, and one copy is given to the Superintendent.

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