

ARKANSAS SUPERINTENDENT EVALUATION SYSTEM
Guiding Questions for Board Members in the
Superintendent Reflective Conversation



These are sample questions to guide your conversations about superintendent decisions and actions based on the standards included in the Superintendent's Rubric. **It is not necessary to ask all questions.**

Standard 1: An education leader promotes the success of every student by facilitating development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by all appropriate stakeholders.

1. Describe the approach you use to involve staff, students, parents and the community in developing and supporting the district's vision?
2. How often do you review it? How do you communicate the vision to encourage stakeholder involvement and implementation?
3. How is data used to determine the extent to which the district's mission, vision, and goals are achieved for learning?
4. How do you collaborate with appropriate stakeholders to create and implement goals for the district?
5. How do you evaluate the effectiveness of your plans and revise them when needed?
6. What processes do you use to promote continuous and sustainable improvement in the district?

Standard 2: An education leader promotes the success of every student by advocating, nurturing, and sustaining a district culture and instructional program conducive to student learning and staff professional growth.

1. How do you nurture and sustain a culture of high academic expectations?
2. How is the culture of collaboration and trust built in the district?
3. How is student achievement data used to promote staff learning?
4. How do you ensure that our district has a strong curriculum that leads to student success as adults?
5. How do you ensure that each student has the appropriate resources needed to learn?
6. What do you do to promote a motivating environment for students to learn?

7. How do you analyze data provided by TESS and LEADS to enhance professional practice at all levels within the district?
8. How do you ensure appropriate supervision of instruction?
9. How do you monitor student progress throughout the district?
10. How are staff encouraged and supported in their leadership development?
11. How are staff encouraged and supported to improve their instruction?
12. How do you ensure that teachers' time during the school day is protected for teaching?
13. How do you promote the use of effective technology in the classroom?
14. How do you monitor and evaluate the effectiveness of the instructional program?
15. Who do you ensure that our district is hiring the most qualified, effective staff?

Standard 3: An education leader promotes the success of every student by ensuring management of the organization, operation, and resources for a safe, efficient, and effective learning environment.

1. How do you monitor the operations of the district?
 - a) Learning Services
 - b) Budget
 - c) Maintenance
 - d) Transportation
 - e) Food Services
 - f) Extra-curricular
 - g) Personnel
 - h) Etc.
2. How do you obtain, allocate and use financial resources?
3. How do you obtain, allocate and use personnel?
4. How do you obtain, allocate and use technology resources?
5. How do you promote and protect student and staff safety and welfare?
6. How do you establish and model trust at all levels within the district?
7. How do you delegate responsibility and encourage other leaders to delegate responsibility?

Standard 4: An education leader promotes the success of every student by collaborating with faculty and community members, responding to diverse community interests and needs, and mobilizing community resources.

1. What data and information do you collect and analyze about the educational environment (for example, community involvement, use of community resources, communication with families/caregivers, etc.)?
2. How do you promote an understanding and appreciation for the community's cultural, social, and intellectual resources? How do you use these community resources to enhance the district?
3. How do you build and keep positive relationships with the families/caregivers of the students in the district?
4. How do you build and keep productive relationships with community partners?

Standard 5: An education leader promotes the success of every student by acting with integrity, fairness and in an ethical manner.

1. How do you ensure that all staff is accountable for every student's academic and social success?
2. How do you model reflective practice, self-awareness and ethical behavior?
3. How do you openly share decision-making processes about the district?
4. How are the values of democracy, equity and diversity used as the basis for all decisions in the district?
5. How do you evaluate the possible moral and legal consequences of decision-making?
6. How do you ensure fair, equitable treatment for each student and staff member?

Standard 6: An education leader promotes the success of every student by understanding, responding to, and influencing the political, social, economic, legal, and cultural context.

1. How are the needs of children, families, and caregivers supported in your practices?
2. How do you work to influence district, local, state and national decisions which affect student learning and all school operations?
3. How do you stay current on emerging trends and directions of education processes and operations? After analyzing these trends, how do they impact your leadership strategies?