

**ARKANSAS SUPERINTENDENT EVALUATION SYSTEM**  
**Annual Summative Evaluation**  
 \_\_\_\_\_ **School District**



**Step 1: Assess Progress toward Annual Goals**

**Not Meeting Goal** = Progress toward implementing actions and meeting goal is consistently below acceptable and is considered inadequate.

**Progressing** = Performance demonstrates many of the characteristics associated with effective performance, although there may be a few exceptions or inconsistencies

**Proficient** = Performance is fully satisfactory. **This is the rigorous expected level of performance.**

**Exemplary** = Performance significantly exceeds *Proficient* and could serve as a model of practice regionally or statewide.

1	2	3	4	Average Rating
Not Meeting	Progressing	Proficient	Exemplary	

<b>Goal 1:</b>					
COMMENTS for Goal 1:					
<b>Goal 2:</b>					
COMMENTS for Goal 2:					
<b>Goal 3:</b>					
COMMENTS for Goal 3:					
<b>Goal 4:</b>					
Comments for Goal 4:					

## Step 2: Assess Performance on Standards

**Not Meeting Goal** = Progress toward implementing actions and meeting goal is consistently below acceptable and is considered inadequate.

**Progressing** = Performance demonstrates many of the characteristics associated with effective performance, although there may be a few exceptions or inconsistencies

**Proficient** = Performance is fully satisfactory. **This is the rigorous expected level of performance.**

**Exemplary** = Performance significantly exceeds *Proficient* and could serve as a model of practice regionally or statewide.

	1	2	3	4	Average Rating
	Not Meeting	Progressing	Proficient	Exemplary	
<p><b>Standard 1: Vision, Mission, and Goals</b> - 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.</p> <p>COMMENTS for Standard 1:</p>					
<p><b>Standard 2: Teaching and Learning</b> - 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.</p> <p>COMMENTS for Standard 2:</p>					
<p><b>Standard 3: Managing Organizational Systems and Safety</b> - Promotes the success of every student by ensuring management of the organization, operation, and resources for a safe, efficient, and effective learning environment.</p> <p>COMMENTS for Standard 3:</p>					
<p><b>Standard 4: Collaborating with Families and Stakeholders</b> - Promotes the success of every student by collaborating with faculty and community members, responding to diverse community interests and needs, and mobilizing community resources.</p> <p>Comments for Standard 4:</p>					

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<b>Standard 5: Ethics and Integrity</b> - Promotes the success of every student by acting with integrity, fairness, and in an ethical manner.					
Comments for Standard 5:					
<b>Standard 6: The Education System</b> - Promotes the success of every student by understanding, responding to, and influencing the political, social, economic, legal, and cultural context.					
Comments for Standard 6:					

**Step 3: Rate Overall Summative Performance** (*Based on Step 1 and Step 2 ratings; check one.*)

<b>Not Meeting Standards</b>	<b>Progressing</b>	<b>Proficient</b>	<b>Exemplary</b>
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**Step 4: Recommended Areas for Growth** (Determined by summative performance ratings from Steps 1, 2, and 3 [and 360° survey if used]. This step becomes the basis for the Superintendent’s Annual Growth Plan for the next evaluation cycle.)

List the areas (based on this evaluation) that are recommended for next cycle’s growth plan. Reference standards and indicators if possible.

## Signatures

**Board President Signature:**

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**Date:**

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**Board Vice President Signature:**

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**Date:**

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**Board Secretary Signature:**

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**Date:**

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**Member Signature:**

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**Date:**

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**Member Signature:**

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**Date:**

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**Member Signature:**

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**Date:**

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**Member Signature:**

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**Date:**

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**Superintendent Signature:**

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**Date:**

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