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

Contact the Board Leadership team at:
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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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**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

**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

**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 [Leadership Encompass 360] has given us clarity rather than trying to hit the needs without a clear target." — Dr. Harriet Gould, Board President

"The process allowed everyone involved the opportunity to provide positive and constructive feedback about the superintendent's performance." — Steve Barr, Board President