

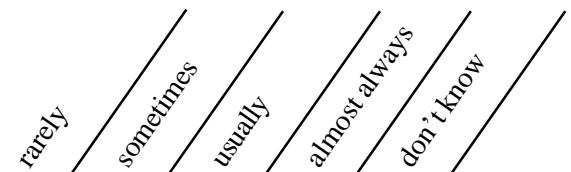
Questionnaire for Board Members

As you are aware, the State of Alabama requires that superintendents of school systems be evaluated on a periodic basis. One aspect of these evaluations includes the use of questionnaires to gather information from local board members. This information is used to assist in assessing the effectiveness of the superintendent in such areas as leadership, management, communication, and community relations.

Because you are a board member in the system of the superintendent named on the front cover, you have been selected to complete this questionnaire. It will take about 20 minutes to complete. Your responses are important and will remain confidential. Therefore, do not place your name on this questionnaire. When you have finished, return the questionnaire in the enclosed envelope to the evaluator.

Please respond to all statements by circling one number or letter to the right of the statement. Respond from your own knowledge about this superintendent using the following rating scale with the corresponding response choices:

- 1 - rarely
- 2 - sometimes
- 3 - usually
- 4 - almost always
- x - don't know



| <u>Statement</u> | 1 | 2 | 3 | 4 | x |
|--|---|---|---|---|---|
| 1. This superintendent keeps me informed of school system matters pertinent to me. | 1 | 2 | 3 | 4 | x |
| 2. This superintendent maintains open, two-way communication with board members. | 1 | 2 | 3 | 4 | x |
| 3. This superintendent communicates information clearly and succinctly. | 1 | 2 | 3 | 4 | x |
| 4. This superintendent communicates the importance of focusing on the needs of students and parents. | 1 | 2 | 3 | 4 | x |
| 5. This superintendent listens and interacts effectively. | 1 | 2 | 3 | 4 | x |
| 6. This superintendent communicates educator, staff, student, and parent issues and concerns to the board. | 1 | 2 | 3 | 4 | x |
| 7. System and school staff, parents, and business and community leaders are given the opportunity to provide input on school system matters. | 1 | 2 | 3 | 4 | x |

| <u>Statement</u> | <i>rarely</i> | <i>sometimes</i> | <i>usually</i> | <i>almost always</i> | <i>don't know</i> |
|--|---------------|------------------|----------------|----------------------|-------------------|
| 8. This superintendent makes system and school staff a part of the decision making process. | 1 | 2 | 3 | 4 | x |
| 9. This superintendent creates opportunities for staff and others to share ideas, suggestions, etc. | 1 | 2 | 3 | 4 | x |
| 10. This superintendent has developed strong partnerships with business and community leaders. | 1 | 2 | 3 | 4 | x |
| 11. This superintendent develops collaborative relationships with board members. | 1 | 2 | 3 | 4 | x |
| 12. This superintendent leads us in examination of what the school system and schools are doing, how it is being done, and why it is being done. | 1 | 2 | 3 | 4 | x |
| 13. This superintendent uses information about student performance to improve curriculum and instruction in the schools. | 1 | 2 | 3 | 4 | x |
| 14. This superintendent promotes the importance of measuring student progress systematically. | 1 | 2 | 3 | 4 | x |
| 15. This superintendent monitors programs and services in our schools and school system. | 1 | 2 | 3 | 4 | x |
| 16. This superintendent ensures that administrators, teachers, and staff are evaluated in accordance with established procedures. | 1 | 2 | 3 | 4 | x |
| 17. This superintendent maintains a comprehensive, systemwide evaluation program. | 1 | 2 | 3 | 4 | x |
| 18. This superintendent leads the board and others in celebrating achievement of students. | 1 | 2 | 3 | 4 | x |
| 19. This superintendent sets high standards for staff and student performance. | 1 | 2 | 3 | 4 | x |

| <u>Statement</u> | <i>rarely</i> | <i>sometimes</i> | <i>usually</i> | <i>almost always</i> | <i>don't know</i> |
|---|---------------|------------------|----------------|----------------------|-------------------|
| 20. This superintendent takes an active role in improving programs and instruction in the school system and schools. | 1 | 2 | 3 | 4 | x |
| 21. This superintendent organizes the schools and system to produce student learning and achievement. | 1 | 2 | 3 | 4 | x |
| 22. This superintendent uses information gained from a variety of sources to lead us in making changes in the schools and school system. | 1 | 2 | 3 | 4 | x |
| 23. This superintendent plans for the future and forecasts needs over several years. | 1 | 2 | 3 | 4 | x |
| 24. This superintendent requires that principals produce annual school improvement plans. | 1 | 2 | 3 | 4 | x |
| 25. This superintendent understands and leads strategic planning at the system level. | 1 | 2 | 3 | 4 | x |
| 26. This superintendent is knowledgeable of laws and policies that govern the schools and school system. | 1 | 2 | 3 | 4 | x |
| 27. This superintendent assists us in developing school and system policies and procedures that are consistent with state and federal laws. | 1 | 2 | 3 | 4 | x |
| 28. This superintendent ensures that school and school system administrators and staff uphold laws, policies, and guidelines. | 1 | 2 | 3 | 4 | x |
| 29. This superintendent resolves conflicts when they occur. | 1 | 2 | 3 | 4 | x |
| 30. This superintendent is good at identifying and solving problems. | 1 | 2 | 3 | 4 | x |
| 31. This superintendent identifies and dismantles barriers to learning and instruction. | 1 | 2 | 3 | 4 | x |
| 32. This superintendent involves others in identifying and solving problems. | 1 | 2 | 3 | 4 | x |

| <u>Statement</u> | <i>rarely</i> | <i>sometimes</i> | <i>usually</i> | <i>almost always</i> | <i>don't know</i> |
|--|---------------|------------------|----------------|----------------------|-------------------|
| 33. This superintendent finds new ways to do things better. | 1 | 2 | 3 | 4 | x |
| 34. This superintendent promotes and supports innovations. | 1 | 2 | 3 | 4 | x |
| 35. This superintendent keeps abreast of teaching and learning research and best practices. | 1 | 2 | 3 | 4 | x |
| 36. This superintendent promotes the use of technology in all aspects of the schools and school system. | 1 | 2 | 3 | 4 | x |
| 37. This superintendent provides assistance for administrators, teachers, and staff in utilizing technology. | 1 | 2 | 3 | 4 | x |
| 38. This superintendent models the use of technology. | 1 | 2 | 3 | 4 | x |
| 39. This superintendent projects information technology needs and attempts to acquire appropriate hardware and software. | 1 | 2 | 3 | 4 | x |
| 40. Parents and the community believe our schools are a good place to send children. | 1 | 2 | 3 | 4 | x |
| 41. This superintendent ensures that the schools are places for learning. | 1 | 2 | 3 | 4 | x |
| 42. This superintendent establishes and supports routines and procedures that contribute to learning and teaching. | 1 | 2 | 3 | 4 | x |
| 43. This superintendent ensures that the schools in this system are safe and secure places to learn and work. | 1 | 2 | 3 | 4 | x |
| 44. This superintendent performs duties of the Chief Executive Officer effectively and efficiently. | 1 | 2 | 3 | 4 | x |
| 45. This superintendent holds persons accountable for their actions. | 1 | 2 | 3 | 4 | x |
| 46. This superintendent demonstrates knowledge of basic school and school system operations. | 1 | 2 | 3 | 4 | x |

| <u>Statement</u> | <i>rarely</i> | <i>sometimes</i> | <i>usually</i> | <i>almost always</i> | <i>don't know</i> |
|---|---------------|------------------|----------------|----------------------|-------------------|
| 47. This superintendent ensures maintenance and attractive appearance of all facilities (buildings and grounds). | 1 | 2 | 3 | 4 | x |
| 48. This superintendent actively seeks resources for our schools and the school system. | 1 | 2 | 3 | 4 | x |
| 49. This superintendent manages available funds well. | 1 | 2 | 3 | 4 | x |
| 50. This superintendent demonstrates knowledge of the state foundation program and accounting procedures. | 1 | 2 | 3 | 4 | x |
| 51. This superintendent prepares accurate and fiscally responsible budgets, fiscal plans, and expenditures reports. | 1 | 2 | 3 | 4 | x |
| 52. This superintendent establishes sound procedures for receiving and disbursing funds and keeping records. | 1 | 2 | 3 | 4 | x |
| 53. This superintendent performs duties in a professional manner. | 1 | 2 | 3 | 4 | x |
| 54. This superintendent is a positive person who maintains his/her composure in difficult situations. | 1 | 2 | 3 | 4 | x |
| 55. This superintendent makes decisions and responds to requests in a timely manner. | 1 | 2 | 3 | 4 | x |
| 56. This superintendent provides leadership to the school board and helps us achieve success in our activities. | 1 | 2 | 3 | 4 | x |
| 57. This superintendent ensures that the school system and school personnel are provided professional growth opportunities. | 1 | 2 | 3 | 4 | x |
| 58. This superintendent applies principles of effective supervision. | 1 | 2 | 3 | 4 | x |

Additional Comments:

Please offer any comments you wish to provide the evaluator about this superintendent and his/her performance in the knowledge/skill areas being assessed.