

# SDP CULMINATING SESSION ASSOCIATE EVALUATION RUBRIC

**One copy to be completed by each SDP faculty evaluator.  
All copies to the Program Administrator.**

ASSOCIATE'S NAME: \_\_\_\_\_ DATE: \_\_\_\_\_

## DISTRICT SCAN

### Overall Presentation of District Scan

#### **Outstanding**

The district scan was of experienced superintendent quality (scan skills for a second superintendency)

#### **Meets SDP Standard**

The district scan covered all the important SDP scan expectations and indicators

#### **Below SDP Standard**

The district scan did not cover some of the SDP expectations indicators

#### **Unacceptable**

The district scan was poorly done - not reflecting the expected time, energy and commitment

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### INDICATORS:

**Evidence of review of appropriate documents**

(web documents, district publications, local newspapers, internal district documents)

**Evidence of appropriate contact with educators knowing the district**

**Evidence of site visit and appropriate contact with community members**

**Understands the issues facing the district**

(discovered and can articulate major issues a new superintendent will face)

**Insight into the functioning of the Board**

**Insight into the district's financial condition and stability**

**Understands and articulates her/his strengths and weaknesses relative to the leadership needs of this district**

**Understands and articulates the lifestyle match for self (and family)**

# EVALUATOR’S COMMENTS FOR CRITIQUE:

## ENTRY PLAN

### Overall Presentation of Entry Plan

#### **Outstanding**

The entry plan is of experienced superintendent quality (level of a second superintendency)

#### **Meets SDP Standard**

The entry plan covered all the important SDP expectations and indicators

#### **Below SDP Standard**

The entry plan did not cover some of the SDP expectations indicators

#### **Unacceptable**

The entry plan was poorly done - not reflecting the expected time, energy and commitment

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### INDICATORS:

**Plan is reflective of district issues and needs identified in the district scan**

**Plan is reflective of scanner’s leadership style**

**Plan articulates a strategy for presenting entry plan to the Board, staff and community**

**Plan articulates reasonable self expectations for each period in the first six months**

**Plan reflects periodic review of entry plan progress with the Board**

# EVALUATOR'S COMMENTS FOR CRITIQUE:

## PROFESSIONAL PRESENTATION SKILLS

### Overall Presentation Performance

#### **Outstanding**

The presentation was of experienced superintendent quality

#### **Meets SDP Standard**

The presentation was of entry level superintendent quality

#### **Below SDP Standard**

The presentation was not of superintendent level quality

#### **Unacceptable**

The presentation was unacceptable

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### INDICATORS:

#### **Priority Presentation of Important Information**

All of the most important information was presented and given emphasis based on importance

All the important information was presented

Only part of the most important information was presented

The most important information was not presented

**Professional Demeanor**

The presenter demonstrated poise, correct grammar and sentence syntax

The presenter was not poised, and misused words

The presenter was appropriately dressed for a superintendent

The presenter was not appropriately dressed for a superintendent

**Quality/Quantity of Written Presentation Materials**

The written support materials were optimal for the presentation's focus

Written support materials were summative and focused

Extra and unneeded written materials were provided, or the materials were incomplete

Written support materials weren't provided or were inappropriate for focus

**Controlled Use of Allocated Time**

The presenter made excellent use of the allocated time

The presenter covered the information within the allocated time

The presentation was over the allocated time

The presentation was stopped by the faculty beyond the allocated time

**Use of Technology in Presentation (optional)**

Presenter made exceptional use of AV or technology, using the resources to sculpt key points

Use of AV or technology was appropriate for the presentation

Use of AV or technology did not enhance the presentation

AV or technology was mishandled or detracted from the presentation

**EVALUATOR'S COMMENTS FOR CRITIQUE:**

SDP FACULTY COMPLETING EVALUATION: \_\_\_\_\_