**Academic Administrator Evaluation Survey**

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| **LEADERSHIP ROLE MODELLING** | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | I do not have enough information to respond fairly |
| This administrator demonstrates an excellent work ethic. |  |  |  |  |  |  |
| This administrator makes deliberate efforts to support, enhance, and facilitate the District’s commitment to diversity and cultural richness. |  |  |  |  |  |  |
| This administrator demonstrates integrity and ethical behavior at all times. |  |  |  |  |  |  |
| This administrator is accessible and available for counsel when needed. |  |  |  |  |  |  |
| This administrator is knowledgeable and current in her/his field of expertise. |  |  |  |  |  |  |

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| **VISIONING, GOAL SETTING AND PLANNING** | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | I do not have enough information to respond fairly |
| This administrator has developed and communicated a vision and goals for her/his department. |  |  |  |  |  |  |
| This administrator develops plans to ensure goals are achieved. |  |  |  |  |  |  |
| This administrator effectively monitors and communicates the department’s progress towards goals. |  |  |  |  |  |  |
| This administrator effectively balances the needs of many issues/people, and prioritizes effectively to ensure student success. |  |  |  |  |  |  |

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| **LEADING PEOPLE** | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | I do not have enough information to respond fairly |
| This administrator has high expectations of those who work with and for her/him. |  |  |  |  |  |  |
| This administrator fairly evaluates the performance of her/his team members. |  |  |  |  |  |  |
| This administrator confronts negative behavior or results in a timely manner. |  |  |  |  |  |  |
| This administrator provides constructive feedback in a tactful yet honest manner. |  |  |  |  |  |  |
| This administrator is consistent and reliable in her/his dealings with others. |  |  |  |  |  |  |
| This administrator recognizes others for their contributions. |  |  |  |  |  |  |
| This administrator develops and coaches those under her/his supervision to achieve their goals.  |  |  |  |  |  |  |
| This administrator is cooperative and considerate when dealing with others. |  |  |  |  |  |  |
| This administrator selects the best people when hiring staff. |  |  |  |  |  |  |
| This administrator proactively and effectively manages conflict with others. |  |  |  |  |  |  |
| This administrator builds and encourages teams. |  |  |  |  |  |  |

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| **LEADING RESOURCES AND MAKING DECISIONS** | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | I do not have enough information to respond fairly |
| This administrator initiates and develops new ideas. |  |  |  |  |  |  |
| This administrator welcomes and seeks input before making a decision. |  |  |  |  |  |  |
| This administrator makes timely and effective decisions. |  |  |  |  |  |  |
| This administrator makes decisions which are strategically focused on student success. |  |  |  |  |  |  |
| This administrator takes appropriate risks to move projects and initiatives forward. |  |  |  |  |  |  |
| This administrator encourages innovation and creativity. |  |  |  |  |  |  |
| This administrator handles administrative matters effectively. |  |  |  |  |  |  |
| This administrator demonstrates fiscal integrity and appropriate responsibility for the District’s resources. |  |  |  |  |  |  |

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| **COMMUNICATING** | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree | I do not have enough information to respond fairly |
| This administrator effectively conveys needs, goals and other important information in a timely manner. |  |  |  |  |  |  |
| This administrator persuades others through effective oral and articulation skills. |  |  |  |  |  |  |
| This administrator encourages and listens to a diversity of ideas. |  |  |  |  |  |  |
| This administrator seeks ways to improve communication in his/her division. |  |  |  |  |  |  |
| This administrator uses written communications appropriately, correctly, and professionally. |  |  |  |  |  |  |
| This administrator effectively presents and articulates ideas to teams/groups of people. |  |  |  |  |  |  |
| This administrator responds to communications within a reasonable time.  |  |  |  |  |  |  |
| This administrator is open, honest and truthful in all her/his communications. |  |  |  |  |  |  |