

## LEADERSHIP PRACTICES - Superintendent

Perceptions of Principals and Assistant Superintendent "Direct Reports"

The rating scale runs from 1 to 4

- 1 - Almost Never
- 2 - Sometimes
- 3 - Frequently
- 4 - Always

### The Superintendent:

- 1) Provides effective educational leadership
- 2) Provides clear direction in the overall achievement of mission, vision, values and goals
- 3) Establishes and maintains positive, professional working relationships
- 4) Unites people toward common goals
- 5) Demonstrates a high commitment to the needs of students
- 6) Empowers others
- 7) Effectively solves problems
- 8) Acts on items requiring a response and does so in a timely manner.
- 9) Effectively communicates to staff and community when necessary
- 10) Sets a personal example of what is expected
- 11) Makes certain that people adhere to agreed - on standards
- 12) Challenges people to try new approaches
- 13) Actively listens to diverse points of view
- 14) Finds ways to celebrate accomplishments
- 15) Is clear about his philosophy of leadership

### Open ended question responses:

- A. What does the Superintendent do, if anything, that helps you do your job?
  
  
  
  
  
  
  
  
  
  
- B. What does the Superintendent do, if anything, that makes doing your job more difficult?
  
  
  
  
  
  
  
  
  
  
- C. What suggestions do you have for the Superintendent in regards to next steps in order to enhance you to do your job in the future?