

## Leadership Practices – Assistant Superintendent

Perceptions of Superintendent, Administrators, and Student Services Personnel

The rating scale runs from 1 to 4:

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

### The Assistant Superintendent of Student Services:

- 1. Actions are guided by professional values and goals.
- 2. Knowledgeable of Student Services regulations, policies, and procedures.
- 3. Provides effective leadership.
- 4. Empowers staff.
- 5. Effective advocate for Student Services Programs.
- 6. Demonstrates respect for others.
- 7. Demonstrates and maintains a positive, professional working relationship.
- 8. Seeks advice and considers divergent opinions.
- 9. Communicates effectively- has an open line of communication.
- 10. Promotes and facilitates professional development.
- 11. Demonstrates a high commitment to the needs of students.
- 12. Addresses issues promptly and effectively.
- 13. Effectively addresses and resolves conflict.
- 14. Promotes teaching excellence to enhance student learning.
- 15. Fairly allocates funding to support programming.

### Open ended question responses:

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