

# Superintendent Evaluation



**1. The Superintendent promotes the learning and growth of all students and the success of all staff by cultivating a shared vision that makes powerful teaching and learning the central focus of schooling.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Rating Average	Response Count
	11.1% (2)	<b>72.2% (13)</b>	11.1% (2)	5.6% (1)	2.11	18
	answered question					18
	skipped question					1

**2. The Superintendent promotes the learning and growth of all students and the success of all staff by ensuring a safe, efficient, and effective learning environment, using resources to implement appropriate curriculum, staffing and scheduling.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Rating Average	Response Count
	27.8% (5)	<b>55.6% (10)</b>	11.1% (2)	5.6% (1)	1.94	18
	answered question					18
	skipped question					1

**3. The Superintendent promotes the learning and growth of all students and the success of all staff through effective partnerships with families, community organizations, and other stakeholders that support the mission of the school and district.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Rating Average	Response Count
	36.8% (7)	<b>63.2% (12)</b>	0.0% (0)	0.0% (0)	1.63	19
	answered question					19
	skipped question					0

**4. The Superintendent promotes success for all students by nurturing and sustaining a school culture of reflective practice, high expectations, and continuous learning for staff.**

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Rating Average</b>	<b>Response Count</b>
	38.9% (7)	<b>61.1% (11)</b>	0.0% (0)	0.0% (0)	1.61	18
	<b>answered question</b>					<b>18</b>
	<b>skipped question</b>					<b>1</b>

**5. District administrators know their tasks and understand the district's long-range plans and strategies.**

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Rating Average</b>	<b>Response Count</b>
	20.0% (3)	<b>53.3% (8)</b>	26.7% (4)	0.0% (0)	2.07	15
	<b>answered question</b>					<b>15</b>
	<b>skipped question</b>					<b>4</b>

**6. The Superintendent gives administrators confidence that he knows and enforces state and federal laws as well as district policies and procedures.**

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Rating Average</b>	<b>Response Count</b>
	<b>47.4% (9)</b>	42.1% (8)	10.5% (2)	0.0% (0)	1.63	19
	<b>answered question</b>					<b>19</b>
	<b>skipped question</b>					<b>0</b>

**7. The district's goals and initiatives are central to students' improved academic, social, and emotional achievement.**

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Rating Average</b>	<b>Response Count</b>
	31.3% (5)	<b>56.3% (9)</b>	12.5% (2)	0.0% (0)	1.81	16
	<b>answered question</b>					<b>16</b>
	<b>skipped question</b>					<b>3</b>

**8. The district manages all available financial resources well and provides evidence of seeking discretionary additional funding as appropriate and necessary.**

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Rating Average</b>	<b>Response Count</b>
	44.4% (8)	<b>55.6% (10)</b>	0.0% (0)	0.0% (0)	1.56	18
	<b>answered question</b>					<b>18</b>
	<b>skipped question</b>					<b>1</b>

**9. The professional climate of the district is positive and collegial.**

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Rating Average</b>	<b>Response Count</b>
	26.3% (5)	<b>63.2% (12)</b>	10.5% (2)	0.0% (0)	1.84	19
	<b>answered question</b>					<b>19</b>
	<b>skipped question</b>					<b>0</b>

**10. The allocation of financial resources is fair, transparent, and informed by program needs.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Rating Average	Response Count
	33.3% (6)	<b>50.0% (9)</b>	16.7% (3)	0.0% (0)	1.83	18
	answered question					18
	skipped question					1

**11. The individual performance appraisals for administrative staff are reasonable and fair.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Rating Average	Response Count
	6.7% (1)	<b>93.3% (14)</b>	0.0% (0)	0.0% (0)	1.93	15
	answered question					15
	skipped question					4

**12. The overall morale of employees of the Belmont Public Schools is positive and high.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Rating Average	Response Count
	5.3% (1)	31.6% (6)	<b>63.2% (12)</b>	0.0% (0)	2.58	19
	answered question					19
	skipped question					0

**13. There is strong public and community support for the school system.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	Rating Average	Response Count
	5.3% (1)	<b>73.7% (14)</b>	15.8% (3)	5.3% (1)	2.21	19
	answered question					19
	skipped question					0

**14. Parents, community leaders, and school staff are well-informed about school district priorities and concerns.**

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Rating Average</b>	<b>Response Count</b>
	11.8% (2)	<b>64.7% (11)</b>	17.6% (3)	5.9% (1)	2.18	17
	<b>answered question</b>					<b>17</b>
	<b>skipped question</b>					<b>2</b>

**15. The Central Office Administrative is consistently supportive and responsive.**

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Rating Average</b>	<b>Response Count</b>
	21.1% (4)	<b>57.9% (11)</b>	15.8% (3)	5.3% (1)	2.05	19
	<b>answered question</b>					<b>19</b>
	<b>skipped question</b>					<b>0</b>

**16. What advice would you wish to give to the Superintendent to improve student achievement, school climate, collegiality, community support, and accountability district-wide?**

	<b>Response Count</b>
	5
	<b>answered question</b>
	<b>5</b>
	<b>skipped question</b>
	<b>14</b>

**17. What concerns, complaints, frustrations, and worries would you wish to record for the attention of the Superintendent? In what ways has the Superintendent's leadership disappointed or frustrated you?**

**Response  
Count**

5

**answered question**

**5**

**skipped question**

**14**

**18. Please feel free to write any additional comments you would like to make about the leadership of the Belmont Public Schools.**

**Response  
Count**

3

**answered question**

**3**

**skipped question**

**16**

**Q16. What advice would you wish to give to the Superintendent to improve student achievement, school climate, collegiality, community support, and accountability district-wide?**

1	<p>PR could be improved. It has never been our strong point and we have a lot that could be celebrated and publicized. We need to continue to support efforts to develop a well-articulated elementary curriculum which is implemented consistently across the 4 schools. On the elementary level, a great deal of support is given to students who are not meeting benchmarks. We also need to be cognizant of those students who exceed grade level standards and need to be challenged. Tony Wagner's book brought to mind David Perkin's work at Harvard's Project Zero. I hope to help develop curriculum that engages students in "play," discovery and the application of skills to meaningful, "real life" projects. I think we will need an increased focus on (and assessment of) higher order thinking skills and a decreased focus on the memorization of curriculum content.</p>	Aug 16, 2012 11:15 AM
2	<p>When the financial opportunity presents itself, advocate for reducing the number of staff shared between buildings (particularly between levels). This will allow building principals more freedom to schedule common planning time and literacy blocks throughout the school day without impacting other buildings. Keeping specialists in one building - even with a lighter teaching load - would allow them to improve the school climate by taking on more building base projects and collaborate with other teachers in the building. This would be a much better return on investment than paying teachers to drive from one building to the next.</p>	Jul 20, 2012 6:00 AM
3	<p>be visible in schools much much more frequently.</p>	Jun 29, 2012 7:00 AM
4	<p>Budget process this year significantly reduced anxiety and allowed time and effort to be focused on teaching and learning. Central Office support was evident in a variety of areas. Examples of this include: balance of union vs district issues, leadership choices and personnel issues. Please look for ways to improve integration of Student Services at the academic/classroom level. Collaboration between academic directors/ teachers and SPED directors/teachers is mainly around compliance and not improved student learning in any type of programmatic way.</p>	Jun 28, 2012 8:29 AM
5	<p>Spend time with faculty &amp; staff getting to know them and their concerns. Morale needs work.</p>	Jun 28, 2012 5:29 AM

**Q17. What concerns, complaints, frustrations, and worries would you wish to record for the attention of the Superintendent? In what ways has the Superintendent's leadership disappointed or frustrated you?**

1	We went from having very few full LC meetings to having many. Although the more frequent meetings helped us develop into a more unified team, I'm not sure that we need so many meetings, especially since we're not spending much time on budget development.	Aug 16, 2012 11:15 AM
2	Teacher morale at BHS has been low for the past few years. This may improve with the change in leadership, but do not underestimate the impact that the physical environment at BHS has upon the staff and students there.	Jul 20, 2012 6:00 AM
3	lack of transparency . . .	Jun 29, 2012 7:00 AM
4	I feel that we still need clarity on district-wide goals.	Jun 27, 2012 11:22 AM
5	I wish there was more transparency. Dr. Kingston did a nice job with his newsletter. I would have liked to have seen more information regarding the budget disseminated throughout the year.	Jun 27, 2012 8:31 AM

**Q18. Please feel free to write any additional comments you would like to make about the leadership of the Belmont Public Schools.**

1	The central office administration has proven to be considerate and supportive during your time here. Thank you for the positive and encouraging leadership personality you have brought into our district.	Jul 20, 2012 6:00 AM
2	I have to say that this year's budget process was by far the most efficient, non-intrusive, and professional process I have ever been a part of and that is thanks in large part to Dr. Kingston. Thank you for allowing us Principals to focus on the most essential task: Teaching and learning, instead of spending all of the time reviewing and rehashing budget decisions.	Jun 28, 2012 5:48 AM
3	Overall I am very encouraged by our current leadership. However, I think that the town is not totally aware of the compromises that the schools have had to make given our budget.	Jun 27, 2012 11:22 AM