1. Instructions

As a part of an annual performance review of the ESD operations, the Board of Directors would like to ask you some questions about the Superintendent's performance. The purpose is to assess the Superintendent's strength and weaknesses in key areas of Leadership, Communication and Human Resource procedures.

Please rate the Superintendent's performance for each statement in the survey. Do not speculate or guess if you do not know. We have provided a "not applicable" (N/A) option. While you are completing the survey questions you will be able to return to previous pages if you wish to review or change your answers. However, once you complete the survey and submit the results, you will not be able to revise your responses.

Please respond to the statements below using the following rating scale. Mark your choice by clicking in the buttons below each statement. For very low ratings or very high ratings please explain your rating in the Comments section below each series of questions. Feel free to provide examples of "outstanding" performance also in the Comments section.

- 5 Outstanding
- 4 Excellent
- 3 Satisfactory
- 2 Needs Improvement
- 1 Unsatisfactory

Use the following definitions for your ratings:

"Outstanding" - Performance serves as a model for others to follow

"Excellent" - Performance consistently exceeds expectations

"Satisfactory" - Performance consistently meets expectations

"Needs Improvement" - Performance inconsistently meets expectations; improvement is needed to meet expectations consistently

"Unsatisfactory" - Performance consistently does not meet expectations

Results will be compiled and a report of the overall results reported to the board and superintendent without identifying individuals who have responded. Even though the results will be reported anonymously, we need to identify the role of the respondent for analysis purposes.

Thank you.

2.	Respondent In	ormation		
		e us your contact information in case we have questions about your our contact information is confidential and will not be shared with anyone.		
*	2. What is your role in the ESD?			
	jn Administrator			
	jn Certified Staff			
	jn Classified Staff			
	jn Specialist			
	jn Other			

LBL ESD Employee Satisfaction Survey (All Staff) 3. Communication 1. Demonstrates personal honesty and integrity in day-to-day relationships. Needs Outstanding Excellent Satisfactory Unsatisfactory N/A Improvement Rating 2. Serves as chief spokesperson and advocate for the organization, communicating effectively with all stakeholders. Needs Outstanding Excellent Satisfactory Unsatisfactory N/A Improvement Rating 3. Establishes an effective climate in the organization by providing visible and consistant leadership. Needs Outstanding Excellent Satisfactory Unsatisfactory N/A Improvement Rating 4. Maintains regular, effective communication with staff through a variety of communication media. Needs Outstanding Excellent Satisfactory Unsatisfactory N/A Improvement Rating 5. Demonstrates the ability to work effectively with individuals and groups. Needs Outstanding Excellent Satisfactory Unsatisfactory N/A Improvement Rating 6. Uses language effectively in oral and written communication. Needs Outstanding Excellent Satisfactory Unsatisfactory N/A Improvement Rating 7. Speaks well in front of large and small groups, expresses ideas in logical and forthright manner. Needs Outstanding Excellent Satisfactory Unsatisfactory N/A Improvement Rating 8. Comments

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4. Leadership

1. Provides for operating efficiently through the development of an appropriat	е
organizational structure which is capable of meeting organizational goals.	

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	j ta	jn	ja	j'n	j n	jn

2. Creates a culture within the organization that reinforces the ESD's mission and values.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	j n	jα	ja	j n	j n	jn

3. Evaluates program effectiveness and staff leadership internally.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	j n	ja	ja	j n	ja	ja

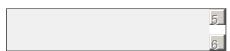
4. Effectively empowers staff to achieve their potential.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	j n	jα	ja	jn	ja	ja

5. Demonstrates the ability to motivate individuals, build teams, and inspire faculty and staff.

	Outstanding	Excellent	Satisfactory	Needs Improvement	Unsatisfactory	N/A
Rating	j n	jn	j n	jn	j n	jn

6. Comments



LBL ESD Employee Satisfaction Survey (All Staff) 5. Human Resources 1. Effectively delegates authority to qualified staff members. Needs Outstanding Excellent Satisfactory Unsatisfactory N/A Improvement Rating 2. Treats all personnel fairly, without discrimination, while insisting on excellence in the performance of duties. Needs Outstanding Excellent Unsatisfactory N/A Satisfactory Improvement Rating 3. Encourages participation of staff members in planning, procedures, policy development and implementation. Needs Outstanding Excellent Satisfactory Unsatisfactory N/A Improvement Rating 'n 'n 'n 4. Provides appropriate professional development opportunities for administration, faculty, and classified staff to assure maximum professional competence. Needs Outstanding Excellent Satisfactory Unsatisfactory N/A Improvement Rating 5. Places the right people in the right positions to effectively implement programs. Needs Outstanding Unsatisfactory Excellent Satisfactory N/A Improvement Rating 6. Comments 5_

6. End of Survey

Thank you for taking a few minutes to complete the 360° feedback portion of the LBL Annual Performance Review which includes a Superintendent Performance Evaluation. The results from all the respondents will be compiled and a report submitted to the board and superintendent for further action.

When you exit this page by clicking on "Submit Survey" your responses will be submitted and your participation concluded.

If you would like to correct your responses to any question you may return to any page by clicking on the "Previous" button before submitting the survey. Once you have exited the survey you will not be able to return to correct previous questions.