

Preparing for Superintendent Evaluation with Purpose and Clarity

A NASS Leadership Lens

Quote:

“Feedback is most powerful when it supports growth.”

— Unknown

Narrative Reflection:

Superintendent evaluation is an important governance responsibility—and an opportunity for reflection and alignment. When approached thoughtfully, the process strengthens trust and clarifies expectations.

Preparation begins with shared understanding. Aligning evaluation criteria to district priorities ensures the process reflects the work that matters most. Clear documentation, transparent communication, and a growth-oriented mindset help keep evaluation focused on learning rather than compliance.

When evaluation is grounded in purpose, it becomes a tool for improvement rather than a source of stress.

Leadership Toolkit: Preparing for Evaluation


- Align goals to strategic priorities
- Document progress throughout the year
- Approach feedback with openness

Reflection Prompt:

How does your evaluation process support both accountability and growth?

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