





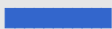









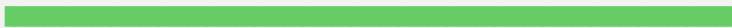








2014 Evaluation Survey for Superintendents/Central Office Administrators

How many years have you been a superintendent/central office administrator?		Response Percent	Response Total
1-5		34.32%	81
6-10		30.09%	71
11-15		16.95%	40
16-20		7.2%	17
More than 20		11.44%	27
Total # of respondents 236 . Statistics based on 236 respondents; 0 filtered; 0 skipped.			



In which Area Education Agency are you located?		Response Percent	Response Total
Keystone AEA		7.23%	17
AEA 267		14.47%	34
Prairie Lakes AEA		9.79%	23
Mississippi Bend AEA		6.81%	16
Grant Wood AEA		14.04%	33
Heartland AEA		21.7%	51
Northwest AEA		8.51%	20
Green Hills AEA		11.06%	26
Great Prairie AEA		6.38%	15
Total # of respondents 236 . Statistics based on 235 respondents; 0 filtered; 1 skipped.			

Do you receive an annual summative evaluation?		Response Percent	Response Total
Yes		92.34%	217
No		7.66%	18
Total # of respondents 236 . Statistics based on 235 respondents; 0 filtered; 1 skipped.			

Is your evaluation based on the Iowa Standards for School Leaders?		Response Percent	Response Total
Yes		94.47%	222
No		5.53%	13
Total # of respondents 236 . Statistics based on 235 respondents; 0 filtered; 1 skipped.			

How does your school board/superintendent hold you accountable for student learning? Select the response that best describes your accountability relationship:		Response Percent	Response Total
Clear and focused goals, measurable targets, ongoing reporting of progress, and collaborative problem-solving to accelerate progress throughout the year.		14.66%	34
Clear goals and measurable targets for the year with ongoing reporting of progress toward the target.		18.53%	43
Annual goals established for the year with progress reports once or twice a year.		38.79%	90
Annual reports of student achievement data.		17.24%	40
Little or no accountability for student learning.		10.78%	25
Total # of respondents 236 . Statistics based on 232 respondents; 0 filtered; 4 skipped.			

To what degree does your individual professional development plan guide your daily work?						
	I have a written plan and refer to it daily or weekly to plan and reflect on my work.	I have a written plan and refer to it occasionally.	I have a written plan and refer to it annually during my evaluation.	I have a written plan but it is of little value to me in my daily work.	Not at all and/or I don't have a plan.	Response Total
	9.91% (23)	61.21% (142)	11.21% (26)	10.78% (25)	6.9% (16)	232
Total # of respondents 236 . Statistics based on 232 respondents; 0 filtered; 4 skipped.						

Does your school board/superintendent require you to submit and implement an individual professional development plan?		Response Percent	Response Total
Yes		54.27%	127
No		45.73%	107
Total # of respondents 236 . Statistics based on 234 respondents; 0 filtered; 2 skipped.			

How helpful have you found your evaluator training in your daily work as an administrator?

	Very Helpful	Helpful	Somewhat Helpful	Not Helpful	Response Total
	12.07% (28)	36.64% (85)	40.09% (93)	11.21% (26)	232

Total # of respondents **236**. Statistics based on **232** respondents; **0** filtered; **4** skipped.

To what degree has the Iowa Evaluator Approval Training Program changed the way you work?

	Significant change	Some change	Little or no change	Response Total
	7.27% (17)	64.1% (150)	28.63% (67)	234

Total # of respondents **236**. Statistics based on **234** respondents; **0** filtered; **2** skipped.

How often do you meet individually with each of your administrators to discuss his/her individual professional development plan and provide feedback regarding his/her performance?


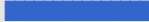




	Weekly	Monthly	Quarterly	Twice a Year	Annually	Never	Response Total
	5.36% (12)	15.63% (35)	31.7% (71)	30.36% (68)	12.05% (27)	4.91% (11)	224

Total # of respondents **236**. Statistics based on **224** respondents; **0** filtered; **12** skipped.

When you meet with your administrators to discuss their performance, how often do you use the questioning/coaching techniques you learned in your evaluator training?

	Every time	Almost always	Frequently	Rarely	Never	Response Total
	6.67% (15)	20.89% (47)	40.89% (92)	26.22% (59)	5.33% (12)	225

Total # of respondents **236**. Statistics based on **225** respondents; **0** filtered; **11** skipped.

What is/are the focus/foci of discussions regarding monitoring and evaluation at your district administrative team meetings and/or coaching sessions?		Response Percent	Response Total
Procedures for implementation of evaluation		15.58%	36
Progress toward the knowledge and skills of the Iowa Standards for School Leaders		19.48%	45
Progress toward individual professional development goals		52.38%	121
Progress toward building/district goals (e.g., evidence of implementation and impact, data analysis, professional development, walk-through)		71%	164
Progress toward improved student academic achievement		62.34%	144
Other		3.9%	9
Total # of respondents 236 . Statistics based on 231 respondents; 0 filtered; 5 skipped.			

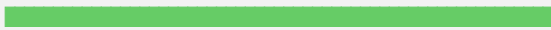
How important are the following components to your evaluation system?					
	Very important	Important	Somewhat important	Not important	Response Total
Focus on Iowa Standards for School Leaders	31.9% (74)	49.57% (115)	18.1% (42)	0.43% (1)	232
Conversations/coaching opportunities that are facilitative/collaborative/directive, as needed	51.08% (118)	42.86% (99)	6.06% (14)	0% (0)	231
Evaluations that hold administrators accountable for increased student achievement	22.91% (52)	47.58% (108)	25.55% (58)	3.97% (9)	227
Observing in classrooms with my principal(s)	19.21% (44)	35.37% (81)	28.38% (65)	17.03% (39)	229
Total # of respondents 236 . Statistics based on 233 respondents; 0 filtered; 3 skipped.					

Should student achievement data be considered in teacher and administrator evaluations?

Response
Percent

Response
Total

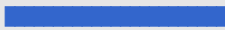
Yes



71.37%

167

No



28.63%

67

Total # of respondents **236**. Statistics based on **234** respondents; **0** filtered; **2** skipped.