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Publicizing Job Evaluations

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STARTING POINT

A Crisis Orientation

“They don’t teach you this in superintendent school.”

Tom Rogers shared that apt remark while donning an impermeable whole-body garment as protection against hazardous materials. He was just about to set foot inside an elementary school on Long Island heavily damaged by Superstorm Sandy, where he had gone to figure out how his intermediate agency could help restore classes for the students.

He’s one of several contributors (page 32) from the school leadership ranks to this month’s issue on crisis recovery in a school community. In the case of several school systems in downstate New York and along the New Jersey shore, that recovery continues a full year later for the superintendents (page 30).

Our lead story (page 20) is an interview with Janet Robinson, former superintendent in Newtown, Conn., full of thoughtful insights about dealing with the unthinkable. The Q&A was conducted by James Harvey, executive director of the National Superintendents Roundtable.

Lastly, we examine (page 38) how off-campus crises affect the operations of the public school district.

Rogers’ advice applies fittingly to leaders in the aftermath of just about any crisis: “[P]lan where you can, improvise when you must.”

Jay P. Goldman

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“Well folks, since our worst-case scenario has come about, we now need a new worst-case scenario.”

STATE OF THE SUPERINTENDENCY

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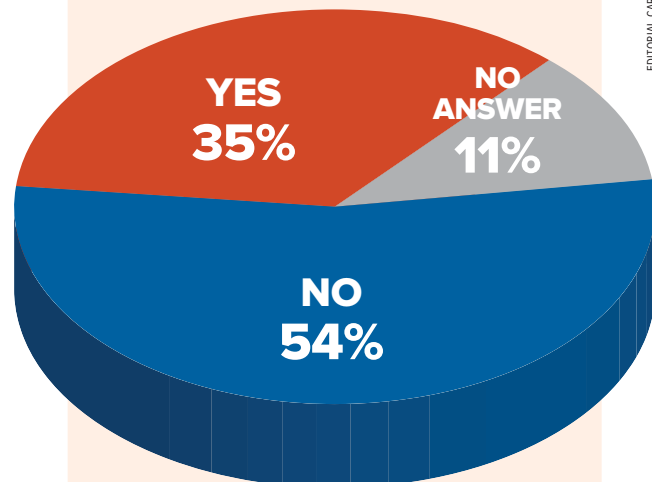
More than 50 percent of superintendents in a nationwide survey indicate their performance evaluations are not made public, while slightly more than a third say their evaluation results are released publicly. The findings were contained in AASA’s 2012 salary and benefits study.

State-specific public records laws govern the release of such information. These laws are evolving as state legislatures and courts decide if superintendents are public officials.

AASA’s decennial study of the superintendency in 2010 pointed to increased frequency of formal evaluations along with expanded use of performance measures leading to merit awards. Link this with the call for greater transparency in public records and it’s reasonable to believe more superintendent evaluations will become public.

SOURCE OF DATA: “2012 SUPERINTENDENTS SALARY AND BENEFITS STUDY” PUBLISHED BY AASA. ANALYSIS BY ROBERT S. MCCORD, NOELLE M. ELLERSON AND CHRISTOPHER C. STREAM. FULL STUDY AVAILABLE AT WWW.AASA.ORG. ALSO, “THE AMERICAN SCHOOL SUPERINTENDENT 2010 DECENNIAL STUDY” BY THEODORE J. KOWALSKI ET AL., PUBLISHED BY ROWMAN & LITTLEFIELD.

Is Your Superintendent Evaluation Made Public?



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