**Washington Standards-Based Superintendent Evaluation**

**Goal Attainment Rubric**

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| **Goals** | **Unsatisfactory** | **Basic** | **Proficient** | **Distinguished** |
| **Standard 1, Strand 1:** The superintendent has advanced a district-wide shared vision for learning by *[insert specific goal here]* | has made little or no progress toward goal | has made substantial progress toward goal | has fully achieved goal | has attained goal far beyond expectations |
| **Standard 2, Strand 1:** The superintendent has put learning at the center by *[insert specific goal here]* | has made little or no progress toward goal | has made substantial progress toward goal | has fully achieved goal | has attained goal far beyond expectations |
| **Standard 2, Strand 2:** The superintendent has advanced evaluation and professional development by *[insert specific goal here]* | has made little or no progress toward goal | has made substantial progress toward goal | has fully achieved goal | has attained goal far beyond expectations |
| **Standard 3, Strand 1:** The superintendent haseffectively and efficiently managed district operations by *[insert specific goal here]* | has made little or no progress toward goal | has made substantial progress toward goal | has fully achieved goal | has attained goal far beyond expectations |
| **Standard 3, Strand 2:** The superintendent has created a safe and humane organizational environment b *[insert specific goal here]* | has made little or no progress toward goal | has made substantial progress toward goal | has fully achieved goal | has attained goal far beyond expectations |
| **Standard 4, Strand 1:** The superintendent hascollaborated with families and community members by *[insert specific goal here]* | has made little or no progress toward goal | has made substantial progress toward goal | has fully achieved goal | has attained goal far beyond expectations |
| **Standard 4, Strand 2:** The superintendent has collaborated with and responded to diverse communities by *[insert specific goal here]* | has made little or no progress toward goal | has made substantial progress toward goal | has fully achieved goal | has attained goal far beyond expectations |
| **Standard 5, Strand 1:** The superintendent has acted with integrity, fairness, and courage in upholding high ethical standards by *[insert specific goal here]* | has made little or no progress toward goal | has made substantial progress toward goal | has fully achieved goal | has attained goal far beyond expectations |
| **Standard 6, Strand 1:** The superintendent has influenced the district’s environment by *[insert specific goal here]* | has made little or no progress toward goal | has made substantial progress toward goal | has fully achieved goal | has attained goal far beyond expectations |
| **Standard 6, Strand 2:** The superintendent has worked effectively with the school district’s board of directors by *[insert specific goal here]* | has made little or no progress toward goal | has made substantial progress toward goal | has fully achieved goal | has attained goal far beyond expectations |