

SUPERINTENDENT EVALUATION

MEASURING LEADERSHIP,
ADVANCING STUDENT OUTCOMES



The HYA Approach

HYA delivers a comprehensive superintendent evaluation process grounded in nationally recognized leadership standards and focused on district student outcomes.

Our 360° model incorporates multiple perspectives to provide a balanced, evidence-based assessment that supports both accountability and professional growth.

Core Components:

- Standards-based evaluation framework
- Board and superintendent input
- Optional 360° stakeholder feedback
- Data-driven, actionable reporting
- Alignment to strategic plan and district outcomes

Our Process

A Structured Path to Insight and Alignment

1. Planning



- Establish timelines and expectations
- Align with district goals and strategic indicators (KPIs)
- Collect self-evaluation and board input

2. Administration



- Conduct surveys and interviews
- Analyze and synthesize data
- Develop comprehensive findings

3. Implementation



- Facilitate board discussion
- Finalize evaluation and rating
- Support goal setting for the year ahead

What We Evaluate

Grounded in National Leadership Standards

Our evaluation framework reflects eight widely recognized areas of superintendent leadership:

- Visionary Leadership
- Student Achievement
- Board Governance
- Operations & Management
- Human Capital Leadership
- Communication & Engagement
- Culture & Climate
- Ethics & Professionalism

More Than an Evaluation, A Tool for Growth

This process is designed not just to assess performance, but to strengthen leadership and improve district outcomes.

Key Outcomes:

- Clear, written performance evaluation
- Actionable insights for improvement
- Stronger board-superintendent alignment
- Data to support continuous improvement



**Cabinet and principal evaluations are also available. Ask an associate for details and pricing.*

Contact us for more information and pricing details