

Questions for Presidents 360° evaluation

jackpeterson@managingformission.com

www.managingformission.com

The questions below are to be used as part of a [process for evaluating the president](#) of a faith-based school which can be found on the [Resources](#) tab of www.managingformission.com. It is based on the president's responsibility for the [four dimensions](#) of a faith-based school—apostolic, pedagogical, community and business.

It is recommended that the questions below be used to create an on-line evaluation survey using a program like Survey Monkey. The 360° survey is sent to all board members, and a representative sample of other administrators, faculty and staff, volunteers, donors and alumni. The evaluation survey is not anonymous, but it is confidential. This means that identities for individual responses will be known to the board chair or board member who administers the survey but will not be shared with the president. This input does not by itself constitute the president's evaluation, but it provides important data that the Board can use as part of the evaluation and the president can use to better gauge how her or his leadership is being perceived.

SURVEY QUESTIONS

Please indicate the extent to which you agree with the following statements

(5=Strongly agree; 4=Agree; 3=Neutral or no opinion; 2=Disagree; 1=Strongly disagree)

Please use the comment fields to explain rankings, especially where you disagree or strongly disagree with the given statement.

Apostolic

1. Conducts him/herself with honesty and integrity
2. Fosters his/her own spiritual growth
3. Fosters the spiritual growth of the staff and students
4. Understands, speaks and acts consistently with Catholic teaching
5. Comments on president's Apostolic leadership: _____

Pedagogical

1. Provides for and encourages the professional development of the school staff
2. Regularly observes direct reports and provides formal and informal feedback and assures that school staff receives formal and informal feedback from their supervisors
3. Keeps current with educational research and methodologies

4. Sets appropriate academic expectations for the school
5. Comments on president's Pedagogical leadership: _____

Community

1. Encourages collaboration in the school
2. Supports the board in its governance role and responds to its direction
3. Is fair in administering policies and discipline
4. Communicates clearly
5. Listens well
6. Represents the school well to internal audiences
7. Represents the school well to external audiences
8. Comments on president's Community leadership: _____

Business

1. Manages the school budget well
2. Manages the school facilities well
3. Exercises appropriate leadership in fundraising
4. Establishes and executes effective institutional planning
5. Comments on president's Business leadership: _____