

## **Make No Mistake. We're lawyers, not education researchers.**

While our evaluation rubrics and training are shaped by our attorneys' decades of experience working with school boards and administrators, our instruments are also grounded in research.

The following reference list highlights and credits some of the authors, researchers, and thought leaders who have informed our work:

### **Books**

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John M. Bryson, [\*Strategic Planning for Public and Nonprofit Organizations: A Guide to Strengthening and Sustaining Organizational Achievement\*](#) (4th ed. 2011).

Michael DiPaola & James H. Stronge, [\*Superintendent Evaluation Handbook\*](#) (2003).

Douglas C. Eadie & Paul D. Houston, [\*The Board-Savvy Superintendent\*](#) (2002).

Todd Hughes, [\*Great on Their Behalf: The Case for Effective School Boards\*](#) (2023).

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Gary J. Petersen & Phil M. Short, [\*Building Great School Board-Superintendent Teams: A Systemic Approach to Balancing Roles and Responsibilities\*](#) (2023).

Susan Scott, [\*Fierce Conversations: Achieving Success at Work and in Life One Conversation at a Time\*](#) (2004).

## Journal Articles, White Papers, and Dissertations

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Michael DiPaola & James H. Stronge, [\*Superintendent Evaluation in a Standards-Based Environment: A Status Report from the States\*](#), *J. Personnel Eval. Educ.*, Vol. 15, No. 2, at 97 (2001).

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Stacy Hendricks, [\*Evaluating the Superintendent: The Role of the School Board\*](#), *NCPEA Educ. Leadership Rev.*, Vol. 14, No. 3, at 1 (2013).

Robin Henrikson, [\*Reflections on School Board Evaluation Practices to Support Meaningful Feedback for Superintendent Growth and Improvement\*](#), 17 *J. Res. on Leadership Educ.* 265 (2022)

Barry Kamrath, [\*Revisiting the Revolving Door Rural Superintendent Turnover\*](#) *The Rural Educator*, Vol. 43 No. 2 (2022)

National School Public Relations Association, [\*Characteristics of Effective Superintendents\*](#) (2008).

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Jennifer Simpson, [\*Superintendent Tenure and Student Achievement\*](#), *AASA J. Scholarship & Prac.*, Vol. 9, No. 4, at 10 (2013).

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Nicole V. Williams, Kerry Robinson, John C. Gillham & Kristie Fetty, [\*Superintendent Evaluations: School Boards Report on Criteria, Procedures, and Professional Development\*](#), *J. Leadership Accountability & Ethics*, Vol. 18, No. 4, at 67 (2021).

## **Research Centers & Websites**

MeasuringU, [\*The Three-Point Scale Myth & Evidence\*](#) and [\*The Case for Three-Point Rating Scales\*](#).

The Broad Center at Yale, [\*The Broad Center\*](#).

The Superintendent Lab, [\*The Superintendent Lab\*](#).