

**Hamilton County Board of Education
Evaluation of Superintendent Rick Smith**

March 2012

Rating Scale

Use the scale below to rate each item 1-5. Place the numerical values on the tally sheet.

- 1= Significantly below expectations**
- 2= Below expectations**
- 3= Meets expectations**
- 4= Above expectations**
- 5= Significantly above expectations**

Board Relationships

	District									Total	Avg.
	1	2	3	4	5	6	7	8	9		
1. Supports board policy and actions to the public and staff.	5	3	4	3	3	5	4	3	4	34	3.78
2. Maintains a positive and productive relationship with the Board.	5	3	4	3	2	5	4	4	4	34	3.78
3. Works towards creating and maintaining a high degree of understanding and respect between staff and the Board.	4	3	4	3	1	4	4	4	4	31	3.44
4. Advises the Board on need for new and revised policies.	5	3	4	3	2	5	4	4	3	33	3.67
5. Seeks staff and public opinions on proposed policies and reports to the Board the findings.	-	3	3	3	3	4	3	3	3	25	3.13
6. Maintains and distributes all adopted policies.	5	3	3	3	3	5	4	3	3	32	3.56
7. Interprets and executes the intent of board policy.	-	3	3	3	3	5	4	4	3	28	3.50
8. Refrains from criticism of the Board or members of the Board.	4	3	4	3	3	5	4	5	4	35	3.89
9. Exercises good judgement and objectivity in making recommendations to the Board.	5	3	3	3	3	5	4	5	4	35	3.89
10. Offers professional advice to the Board on items requiring board action, with appropriate recommendation based on thorough study and analysis.	4	3	3	3	3	4	4	5	4	33	3.67
11. Seeks and accepts constructive criticism of his/her work.	5	3	3	3	3	4	4	4	3	32	3.56
12. Keeps Board informed of employment, promotion and dismissal of personnel.	4	3	3	3	3	5	3	5	3	32	3.56

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Community Relationships

13. Is an effective spokesman for the school system.	5	3.5	4	3	3	5	4	5	4	36.5	4.06
14. Is respected and supported by the community in conducting the operation of the schools.	5	3	4	3	3	4	4	5	4	35	3.89
15. Builds public support for the school district.	-	3	4	3	3	5	4	5	5	32	4.00
16. Develops cooperative relationships with the news media.	5	2.5	4	3	2	4	3	5	5	33.5	3.72
17. Participates actively in community life and affairs.	5	3	4	3	3	4	4	4	5	35	3.89
18. Achieves status as a community leader in public education.	5	3	4	3	3	4	3	5	4	34	3.78
19. Works effectively with public and private agencies.	-	3	4	3	3	5	4	5	5	32	4.00
20. Develops and executes sound personnel procedures and practices.	-	3	4	3	-	4	4	3	4	25	3.57
21. Develops good staff morale and loyalty to the organization.	5	3	4	3	2	4	3	4	4	32	3.56
22. Treats all personnel fairly, without favoritism or discrimination, while insisting on performance of duties.	5	3	4	3	2	4	3	4	4	32	3.56
23. Delegates authority to staff members appropriate to the position each holds.	-	3	3	3	3	4	3	4	4	27	3.38
24. Represents the best interests of the Board in working with teachers and their organizations.	5	3	4	3	3	5	4	3	3	33	3.67

**Hamilton County Board of Education
Evaluation of Superintendent Rick Smith**

March 2012

Staff and Personal Relations

25. Solicits input from staff in planning activities.	-	3	3	3	2	5	3	4	3	26	3.25
26. Ensures that adequate planning and evaluation of curriculum and instruction occurs.	4	3	4	3	3	5	3	4	4	33	3.67
27. Has a vision and communicates a mission for the school system.	4	3	4	3	1	4	2	4	4	29	3.22

Educational Leadership

28. Maintains a sound philosophy of educational needs of all pupils.	4	3	4	3	3	5	3	4	4	33	3.67
29. Develops, implements, promotes and monitors an assessment and improvement system for student learning that results in ongoing improvement in student achievement.	4	3	3	3	3	4	3	4	4	31	3.44
30. Promotes academic rigor and excellence for students.	5	3	4	3	3	5	3	4	3	33	3.67
31. Oversees a program of staff development to improve district performance.	3	3	4	3	3	4	3	4	3	30	3.33
32. Organizes a planned program of staff evaluation and improvement.	4	3	3	3	-	4	3	4	3	27	3.38
33. Models the highest professional standards to staff and community.	5	3	4	3	3	5	3	5	4	35	3.89
34. Encourages staff to be innovative in problem-solving.	5	3	4	3	-	4	3	4	4	30	3.75

Business and Finance

35. Has an understanding of the needs of the school program, facilities equipment, supplies and the budget required.	5	3	4	3	3	5	3	5	5	36	4.00
36. Supervises operations, insisting on competent and efficient performance.	-	3	4	3	3	5	3	4	4	29	3.63
37. Ensures that funds are spent wisely, and adequate control and accounting are maintained.	-	3	3	3	3	5	3	4	4	28	3.50
38. Provides accurate and timely reports to the Board on the financial condition of the school system.	4	3	4	3	3	5	3	3	4	32	3.56

**Hamilton County Board of Education
Evaluation of Superintendent Rick Smith**

March 2012

Strategic Planning Skills

39. Keeps Board and community informed of progress towards short and long range plans.	-	3	4	3	1	5	2	3	4	25	3.13
40. Develops a plan which includes strategies, goals and projected student outcomes.	-	3	4	3	1	5	2	4	3	25	3.13
41. Inspires others to achieve the vision of the school system.	5	3	4	3	1	4	2	4	4	30	3.33

Personal Qualities

42. Maintains a high personal standard of ethics.	5	3	4	3	3	5	4	5	4	36	4.00
43. Devotes time effectively to his job.	5	3	5	3	3	5	4	5	5	38	4.22
44. Earns respect among his professional colleagues.	5	3	4	3	3	5	3	5	4	35	3.89
45. Exercises good judgement in reaching decisions.	5	3	4	3	3	5	3	5	4	35	3.89
46. Works effectively with school related agencies.	-	3	5	3	3	5	3	5	5	32	4.00
47. Dresses professionally.	5	4	5	3	3	5	3	5	3	36	4.00
48. Writes effectively.	5	3	3	3	3	5	3	5	3	33	3.67
49. Uses verbal language effectively.	5	3	4	3	3	5	3	5	3	34	3.78
50. Maintains the energy necessary to meet the responsibilities of his position.	5	3	5	3	3	5	3	5	5	37	4.11

Average score all categories

3.67

Each Board Member will complete his/her evaluation document and return it to the Board Chairman. The Board Chairman will tally the scores and present a single evaluation document to the Director.

Date: 2/3/12 Board Member: RHONDA THURMAN

RATING SCALE

Use the scale below to rate each item 1-5. Place the numerical values on the tally sheet.

- 1 = Significantly Below Expectations
- 2 = Below Expectations
- 3 = Meets Expectations
- 4 = Above Expectations
- 5 = Significantly Above Expectations

Written comments may be attached to the tally sheet and returned to the Board Chairman.

Board Relationships

- 1. Supports board policy and actions to the public and staff. 1 2 3 4 5 5
- 2. Maintains a positive and productive relationship with the Board. 1 2 3 4 5 5
- 3. Works toward creating and maintaining a high degree of understanding and respect between staff and the Board. 1 2 3 4 5 4
- 4. Advises the Board on need for new or revised policies. 1 2 3 4 5 5
- 5. Seeks staff and public opinions on proposed policies and reports to the Board the findings. DONT KNOW 1 2 3 4 5 5
- 6. Maintains and distributes all adopted policies. 1 2 3 4 5 5
- 7. Interprets and executes the intent of board policy. 1 2 3 4 5 5
- 8. Refrains from criticism of the Board or members of the Board. 1 2 3 4 5 4
- 9. Exercises good judgment and objectivity in making recommendations to the Board. 1 2 3 4 5 5
- 10. Offers professional advice to the Board on items requiring board action, with appropriate recommendations based on thorough study and analysis. 1 2 3 4 5 4
- 11. Seeks and accepts constructive criticism of his/her work. 1 2 3 4 5 5
- 12. Keeps Board informed of employment, promotion and dismissal of personnel. 1 2 3 4 5 4

Community Relationships

- 13. Is an effective spokesman for the school system. 1 2 3 4 5) _____
- 14. Is respected and supported by the community in conducting the operation of the schools. 1 2 3 4 5) _____
- 15. Builds public support for the school district. 1 2 3 4 5 _____
- 16. Develops cooperative relationships with the news media. 1 2 3 4 5) _____
- 17. Participates actively in community life and affairs. 1 2 3 4 5) _____
- 18. Achieves status as a community leader in public education. 1 2 3 4 5) _____
- 19. Works effectively with public and private agencies. 1 2 3 4 5 _____
- 20. Develops and executes sound personnel procedures and practices. 1 2 3 4 5 _____
- 21. Develops good staff morale and loyalty to the organization. 1 2 3 4 5) _____
- 22. Treats all personnel fairly, without favoritism or discrimination, while insisting on performance of duties. 1 2 3 4 5) _____
- 23. Delegates authority to staff members appropriate to the position each holds. 1 2 3 4 5 _____
DO NOT KNOW
- 24. Represents the best interests of the Board in working with teachers and their organizations. 1 2 3 4 5) _____

Staff and Personal Relations

- 25. Solicits input from staff in planning activities. 1 2 3 4 5 _____
- 26. Ensures that adequate planning and evaluation of curriculum and instruction occurs. 1 2 3 4 5) _____
- 27. Has a vision and communicates a mission for the school system. 1 2 3 4 5) _____

Educational Leadership

- 28. Maintains a sound philosophy of educational needs of all pupils. 1 2 3 4 5) _____
- 29. Develops, implements, promotes and monitors an assessment and improvement system for student learning that results in ongoing improvement in student achievement. 1 2 3 4 5) _____
- 30. Promotes academic rigor and excellence for students. 1 2 3 4 5) _____
- 31. Oversees a program of staff development to improve district performance. 1 2 3 4 5) _____

*DEPENDS TOO MUCH ON
DEF TO TRAIN
PRINCIPALS*

- 32. Organizes a planned program of staff evaluation and improvement. 1 2 3 4 5
- 33. Models the highest professional standards to staff and community. 1 2 3 4 5
- 34. Encourages staff to be innovative in problem-solving. 1 2 3 4 5

Business and Finance

- 35. Has an understanding of the needs of the school program, facilities equipment, supplies and the budget required. 1 2 3 4 5
- 36. Supervises operations, insisting on competent and efficient performance. 1 2 3 4 5
- 37. Ensures that funds are spent wisely, and adequate control and accounting are maintained. DON'T KNOW YET 1 2 3 4 5
- 38. Provides accurate and timely reports to the Board on the financial condition of the school system. DON'T KNOW YET 1 2 3 4 5

Strategic Planning Skills

- 39. Keeps Board and community informed of progress towards short and long range plans. 1 2 3 4 5
- 40. Develops a plan which includes strategies, goals and projected student outcomes. 1 2 3 4 5
- 41. Inspires others to achieve the vision of the school system. 1 2 3 4 5

DON'T KNOW YET

Personal Qualities

- 42. Maintains high personal standard of ethics. 1 2 3 4 5
- 43. Devotes time effectively to his job. 1 2 3 4 5
- 44. Earns respect among his professional colleagues. 1 2 3 4 5
- 45. Exercises good judgment in reaching decisions. 1 2 3 4 5
- 46. Works effectively with school related agencies. DON'T KNOW 1 2 3 4 5
- 47. Dresses professionally. 1 2 3 4 5
- 48. Writes effectively. 1 2 3 4 5
- 49. Uses verbal language effectively. 1 2 3 4 5
- 50. Maintains the energy necessary to meet the responsibilities of his position. 1 2 3 4 5

Each Board Member will complete his/her evaluation document and return it to the Board Chairman. The Board Chairman will tally the scores and present a single evaluation document to the Director.

Date: Feb 27, 2012 Board Member: Chip Baker

RATING SCALE

Use the scale below to rate each item 1-5. Place the numerical values on the tally sheet.

- 1 = Significantly Below Expectations
- 2 = Below Expectations
- 3 = Meets Expectations
- 4 = Above Expectations
- 5 = Significantly Above Expectations

Written comments may be attached to the tally sheet and returned to the Board Chairman.

Board Relationships

- | | | |
|---|-----------|----------|
| 1. Supports board policy and actions to the public and staff. | 1 2 3 4 5 | <u>3</u> |
| 2. Maintains a positive and productive relationship with the Board. | 1 2 3 4 5 | <u>3</u> |
| 3. Works toward creating and maintaining a high degree of understanding and respect between staff and the Board. | 1 2 3 4 5 | <u>3</u> |
| 4. Advises the Board on need for new or revised policies. | 1 2 3 4 5 | <u>3</u> |
| 5. Seeks staff and public opinions on proposed policies and reports to the Board the findings. | 1 2 3 4 5 | <u>3</u> |
| 6. Maintains and distributes all adopted policies. | 1 2 3 4 5 | <u>3</u> |
| 7. Interprets and executes the intent of board policy. | 1 2 3 4 5 | <u>3</u> |
| 8. Refrains from criticism of the Board or members of the Board. | 1 2 3 4 5 | <u>3</u> |
| 9. Exercises good judgment and objectivity in making recommendations to the Board. | 1 2 3 4 5 | <u>3</u> |
| 10. Offers professional advice to the Board on items requiring board action, with appropriate recommendations based on thorough study and analysis. | 1 2 3 4 5 | <u>3</u> |
| 11. Seeks and accepts constructive criticism of his/her work. | 1 2 3 4 5 | <u>3</u> |
| 12. Keeps Board informed of employment, promotion and dismissal of personnel. | 1 2 3 4 5 | <u>3</u> |

Community Relationships

- 13. Is an effective spokesman for the school system. *Handled Spokesman issue well.* 1 2 3 4 5 3 1/4
- 14. Is respected and supported by the community in conducting the operation of the schools. 1 2 3 4 5 3
- 15. Builds public support for the school district. 1 2 3 4 5 3
- 16. Develops cooperative relationships with the news media. *Dept. of Ed issue with media. 2/10/12* 1 2 3 4 5 3 1/2
- 17. Participates actively in community life and affairs. 1 2 3 4 5 3
- 18. Achieves status as a community leader in public education. 1 2 3 4 5 3
- 19. Works effectively with public and private agencies. 1 2 3 4 5 3
- 20. Develops and executes sound personnel procedures and practices. 1 2 3 4 5 3
- 21. Develops good staff morale and loyalty to the organization. 1 2 3 4 5 3
- 22. Treats all personnel fairly, without favoritism or discrimination, while insisting on performance of duties. 1 2 3 4 5 3
- 23. Delegates authority to staff members appropriate to the position each holds. 1 2 3 4 5 3
- 24. Represents the best interests of the Board in working with teachers and their organizations. 1 2 3 4 5 3

Staff and Personal Relations

- 25. Solicits input from staff in planning activities. 1 2 3 4 5 3
- 26. Ensures that adequate planning and evaluation of curriculum and instruction occurs. 1 2 3 4 5 3
- 27. Has a vision and communicates a mission for the school system. 1 2 3 4 5 3

Educational Leadership

- 28. Maintains a sound philosophy of educational needs of all pupils. 1 2 3 4 5 3
- 29. Develops, implements, promotes and monitors an assessment and improvement system for student learning that results in ongoing improvement in student achievement. 1 2 3 4 5 3
- 30. Promotes academic rigor and excellence for students. 1 2 3 4 5 3
- 31. Oversees a program of staff development to improve district performance. 1 2 3 4 5 3

- 32. Organizes a planned program of staff evaluation and improvement. 1 2 3 4 5 3
- 33. Models the highest professional standards to staff and community. 1 2 3 4 5 3
- 34. Encourages staff to be innovative in problem-solving. 1 2 3 4 5 3

Business and Finance

- 35. Has an understanding of the needs of the school program, facilities equipment, supplies and the budget required. 1 2 3 4 5 3
- 36. Supervises operations, insisting on competent and efficient performance. 1 2 3 4 5 3
- 37. Ensures that funds are spent wisely, and adequate control and accounting are maintained. 1 2 3 4 5 3
- 38. Provides accurate and timely reports to the Board on the financial condition of the school system. 1 2 3 4 5 3

Strategic Planning Skills

- 39. Keeps Board and community informed of progress towards short and long range plans. 1 2 3 4 5 3
- 40. Develops a plan which includes strategies, goals and projected student outcomes. 1 2 3 4 5 3
- 41. Inspires others to achieve the vision of the school system. 1 2 3 4 5 3

Personal Qualities

- 42. Maintains high personal standard of ethics. 1 2 3 4 5 3
- 43. Devotes time effectively to his job. 1 2 3 4 5 3
- 44. Earns respect among his professional colleagues. 1 2 3 4 5 3
- 45. Exercises good judgment in reaching decisions. 1 2 3 4 5 3
- 46. Works effectively with school related agencies. 1 2 3 4 5 3
- 47. Dresses professionally. *Snappy dresser!* 1 2 3 4 5 4
- 48. Writes effectively. 1 2 3 4 5 3
- 49. Uses verbal language effectively. 1 2 3 4 5 3
- 50. Maintains the energy necessary to meet the responsibilities of his position. 1 2 3 4 5 3

Not really fair to assess him in such a short time. However, he is doing a good job and on the right path.

Each Board Member will complete his/her evaluation document and return it to the Board Chairman. The Board Chairman will tally the scores and present a single evaluation document to the Director.

Date: 1/30/12 Board Member: Everett Fairchild

RATING SCALE

Use the scale below to rate each item 1-5. Place the numerical values on the tally sheet.

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- 2 = Below Expectations
- 3 = Meets Expectations
- 4 = Above Expectations
- 5 = Significantly Above Expectations

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Board Relationships

- 1. Supports board policy and actions to the public and staff. 1 2 3 4 5 _____
- 2. Maintains a positive and productive relationship with the Board. 1 2 3 4 5 _____
- 3. Works toward creating and maintaining a high degree of understanding and respect between staff and the Board. 1 2 3 4 5 _____
- 4. Advises the Board on need for new or revised policies. 1 2 3 4 5 _____
- 5. Seeks staff and public opinions on proposed policies and reports to the Board the findings. 1 2 3 4 5 _____
- 6. Maintains and distributes all adopted policies. 1 2 3 4 5 _____
- 7. Interprets and executes the intent of board policy. 1 2 3 4 5 _____
- 8. Refrains from criticism of the Board or members of the Board. 1 2 3 4 5 _____
- 9. Exercises good judgment and objectivity in making recommendations to the Board. 1 2 3 4 5 _____
- 10. Offers professional advice to the Board on items requiring board action, with appropriate recommendations based on thorough study and analysis. 1 2 3 4 5 _____
- 11. Seeks and accepts constructive criticism of his/her work. 1 2 3 4 5 _____
- 12. Keeps Board informed of employment, promotion and dismissal of personnel. 1 2 3 4 5 _____

Community Relationships

- 13. Is an effective spokesman for the school system. 1 2 3 4 5 _____
- 14. Is respected and supported by the community in conducting the operation of the schools. 1 2 3 4 5 _____
- 15. Builds public support for the school district. 1 2 3 4 5 _____
- 16. Develops cooperative relationships with the news media. 1 2 3 4 5 _____
- 17. Participates actively in community life and affairs. 1 2 3 4 5 _____
- 18. Achieves status as a community leader in public education. 1 2 3 4 5 _____
- 19. Works effectively with public and private agencies. 1 2 3 4 5 _____
- 20. Develops and executes sound personnel procedures and practices. 1 2 3 4 5 _____
- 21. Develops good staff morale and loyalty to the organization. 1 2 3 4 5 _____
- 22. Treats all personnel fairly, without favoritism or discrimination, while insisting on performance of duties. 1 2 3 4 5 _____
- 23. Delegates authority to staff members appropriate to the position each holds. 1 2 3 4 5 _____
- 24. Represents the best interests of the Board in working with teachers and their organizations. 1 2 3 4 5 _____

Staff and Personal Relations

- 25. Solicits input from staff in planning activities. 1 2 3 4 5 _____
- 26. Ensures that adequate planning and evaluation of curriculum and instruction occurs. 1 2 3 4 5 _____
- 27. Has a vision and communicates a mission for the school system. 1 2 3 4 5 _____

Educational Leadership

- 28. Maintains a sound philosophy of educational needs of all pupils. 1 2 3 4 5 _____
- 29. Develops, implements, promotes and monitors an assessment and improvement system for student learning that results in ongoing improvement in student achievement. 1 2 3 4 5 _____
- 30. Promotes academic rigor and excellence for students. 1 2 3 4 5 _____
- 31. Oversees a program of staff development to improve district performance. 1 2 3 4 5 _____

- 32. Organizes a planned program of staff evaluation and improvement. 1 2 3 4 5 _____
- 33. Models the highest professional standards to staff and community. 1 2 3 4 5 _____
- 34. Encourages staff to be innovative in problem-solving. 1 2 3 4 5 _____

Business and Finance

- 35. Has an understanding of the needs of the school program, facilities equipment, supplies and the budget required. 1 2 3 4 5 _____
- 36. Supervises operations, insisting on competent and efficient performance. 1 2 3 4 5 _____
- 37. Ensures that funds are spent wisely, and adequate control and accounting are maintained. 1 2 3 4 5 _____
- 38. Provides accurate and timely reports to the Board on the financial condition of the school system. 1 2 3 4 5 _____

Strategic Planning Skills

- 39. Keeps Board and community informed of progress towards short and long range plans. 1 2 3 4 5 _____
- 40. Develops a plan which includes strategies, goals and projected student outcomes. 1 2 3 4 5 _____
- 41. Inspires others to achieve the vision of the school system. 1 2 3 4 5 _____

Personal Qualities

- 42. Maintains high personal standard of ethics. 1 2 3 4 5 _____
- 43. Devotes time effectively to his job. 1 2 3 4 5 _____
- 44. Earns respect among his professional colleagues. 1 2 3 4 5 _____
- 45. Exercises good judgment in reaching decisions. 1 2 3 4 5 _____
- 46. Works effectively with school related agencies. 1 2 3 4 5 _____
- 47. Dresses professionally. 1 2 3 4 5 _____
- 48. Writes effectively. 1 2 3 4 5 _____
- 49. Uses verbal language effectively. 1 2 3 4 5 _____
- 50. Maintains the energy necessary to meet the responsibilities of his position. 1 2 3 4 5 _____

Each Board Member will complete his/her evaluation document and return it to the Board Chairman. The Board Chairman will tally the scores and present a single evaluation document to the Director.

Date: 2-3-12 Board Member: George E. Ricks, Sr.

RATING SCALE

Use the scale below to rate each item 1-5. Place the numerical values on the tally sheet.

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- 2 = Below Expectations
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- 4 = Above Expectations
- 5 = Significantly Above Expectations

Written comments may be attached to the tally sheet and returned to the Board Chairman.

Board Relationships

- | | | |
|---|-----------|----------|
| 1. Supports board policy and actions to the public and staff. | 1 2 3 4 5 | <u>3</u> |
| 2. Maintains a positive and productive relationship with the Board. | 1 2 3 4 5 | <u>3</u> |
| 3. Works toward creating and maintaining a high degree of understanding and respect between staff and the Board. | 1 2 3 4 5 | <u>3</u> |
| 4. Advises the Board on need for new or revised policies. | 1 2 3 4 5 | <u>3</u> |
| 5. Seeks staff and public opinions on proposed policies and reports to the Board the findings. | 1 2 3 4 5 | <u>3</u> |
| 6. Maintains and distributes all adopted policies. | 1 2 3 4 5 | <u>3</u> |
| 7. Interprets and executes the intent of board policy. | 1 2 3 4 5 | <u>3</u> |
| 8. Refrains from criticism of the Board or members of the Board. | 1 2 3 4 5 | <u>3</u> |
| 9. Exercises good judgment and objectivity in making recommendations to the Board. | 1 2 3 4 5 | <u>3</u> |
| 10. Offers professional advice to the Board on items requiring board action, with appropriate recommendations based on thorough study and analysis. | 1 2 3 4 5 | <u>3</u> |
| 11. Seeks and accepts constructive criticism of his/her work. | 1 2 3 4 5 | <u>3</u> |
| 12. Keeps Board informed of employment, promotion and dismissal of personnel. | 1 2 3 4 5 | <u>3</u> |

Community Relationships

- | | | |
|--|-----------|----------|
| 13. Is an effective spokesman for the school system. | 1 2 3 4 5 | <u>W</u> |
| 14. Is respected and supported by the community in conducting the operation of the schools. | 1 2 3 4 5 | <u>W</u> |
| 15. Builds public support for the school district. | 1 2 3 4 5 | <u>W</u> |
| 16. Develops cooperative relationships with the news media. | 1 2 3 4 5 | <u>W</u> |
| 17. Participates actively in community life and affairs. | 1 2 3 4 5 | <u>W</u> |
| 18. Achieves status as a community leader in public education. | 1 2 3 4 5 | <u>W</u> |
| 19. Works effectively with public and private agencies. | 1 2 3 4 5 | <u>W</u> |
| 20. Develops and executes sound personnel procedures and practices. | 1 2 3 4 5 | <u>W</u> |
| 21. Develops good staff morale and loyalty to the organization. | 1 2 3 4 5 | <u>W</u> |
| 22. Treats all personnel fairly, without favoritism or discrimination, while insisting on performance of duties. | 1 2 3 4 5 | <u>W</u> |
| 23. Delegates authority to staff members appropriate to the position each holds. | 1 2 3 4 5 | <u>W</u> |
| 24. Represents the best interests of the Board in working with teachers and their organizations. | 1 2 3 4 5 | <u>W</u> |

Staff and Personal Relations

- | | | |
|---|-----------|----------|
| 25. Solicits input from staff in planning activities. | 1 2 3 4 5 | <u>W</u> |
| 26. Ensures that adequate planning and evaluation of curriculum and instruction occurs. | 1 2 3 4 5 | <u>W</u> |
| 27. Has a vision and communicates a mission for the school system. | 1 2 3 4 5 | <u>W</u> |

Educational Leadership

- | | | |
|---|-----------|----------|
| 28. Maintains a sound philosophy of educational needs of all pupils. | 1 2 3 4 5 | <u>W</u> |
| 29. Develops, implements, promotes and monitors an assessment and improvement system for student learning that results in ongoing improvement in student achievement. | 1 2 3 4 5 | <u>W</u> |
| 30. Promotes academic rigor and excellence for students. | 1 2 3 4 5 | <u>W</u> |
| 31. Oversees a program of staff development to improve district performance. | 1 2 3 4 5 | <u>W</u> |

- 32. Organizes a planned program of staff evaluation and improvement. 1 2 3 4 5 3
- 33. Models the highest professional standards to staff and community. 1 2 3 4 5 3
- 34. Encourages staff to be innovative in problem-solving. 1 2 3 4 5 3

Business and Finance

- 35. Has an understanding of the needs of the school program, facilities equipment, supplies and the budget required. 1 2 3 4 5 3
- 36. Supervises operations, insisting on competent and efficient performance. 1 2 3 4 5 3
- 37. Ensures that funds are spent wisely, and adequate control and accounting are maintained. 1 2 3 4 5 3
- 38. Provides accurate and timely reports to the Board on the financial condition of the school system. 1 2 3 4 5 3

Strategic Planning Skills

- 39. Keeps Board and community informed of progress towards short and long range plans. 1 2 3 4 5 3
- 40. Develops a plan which includes strategies, goals and projected student outcomes. 1 2 3 4 5 3
- 41. Inspires others to achieve the vision of the school system. 1 2 3 4 5 3

Personal Qualities

- 42. Maintains high personal standard of ethics. 1 2 3 4 5 3
- 43. Devotes time effectively to his job. 1 2 3 4 5 3
- 44. Earns respect among his professional colleagues. 1 2 3 4 5 3
- 45. Exercises good judgment in reaching decisions. 1 2 3 4 5 3
- 46. Works effectively with school related agencies. 1 2 3 4 5 3
- 47. Dresses professionally. 1 2 3 4 5 3
- 48. Writes effectively. 1 2 3 4 5 3
- 49. Uses verbal language effectively. 1 2 3 4 5 3
- 50. Maintains the energy necessary to meet the responsibilities of his position. 1 2 3 4 5 3

Each Board Member will complete his/her evaluation document and return it to the Board Chairman. The Board Chairman will tally the scores and present a single evaluation document to the Director.

Date: 2/1/12 Board Member: Jeffrey T. Wilson

RATING SCALE

Use the scale below to rate each item 1-5. Place the numerical values on the tally sheet.

- 1 = Significantly Below Expectations
- 2 = Below Expectations
- 3 = Meets Expectations
- 4 = Above Expectations
- 5 = Significantly Above Expectations

Written comments may be attached to the tally sheet and returned to the Board Chairman.

Board Relationships

- 1. Supports board policy and actions to the public and staff. 1 2 3 4 5 _____
- 2. Maintains a positive and productive relationship with the Board. 1 2 3 4 5 _____
- 3. Works toward creating and maintaining a high degree of understanding and respect between staff and the Board. 1 ~~2~~ 3 4 5 _____
- 4. Advises the Board on need for new or revised policies. 1 2 3 4 5 _____
- 5. Seeks staff and public opinions on proposed policies and reports to the Board the findings. 1 2 3 4 5 _____
- 6. Maintains and distributes all adopted policies. 1 2 3 4 5 _____
- 7. Interprets and executes the intent of board policy. 1 2 3 4 5 _____
- 8. Refrains from criticism of the Board or members of the Board. 1 2 3 4 5 _____
- 9. Exercises good judgment and objectivity in making recommendations to the Board. 1 2 3 4 5 _____
- 10. Offers professional advice to the Board on items requiring board action, with appropriate recommendations based on thorough study and analysis. 1 2 3 4 5 _____
- 11. Seeks and accepts constructive criticism of his/her work. 1 2 3 4 5 _____
- 12. Keeps Board informed of employment, promotion and dismissal of personnel. 1 2 3 4 5 _____

Community Relationships

- 13. Is an effective spokesman for the school system. 1 2 3 4 5 _____
- 14. Is respected and supported by the community in conducting the operation of the schools. 1 2 3 4 5 _____
- 15. Builds public support for the school district. 1 2 3 4 5 _____
- 16. Develops cooperative relationships with the news media. 1 2 3 4 5 _____
- 17. Participates actively in community life and affairs. 1 2 3 4 5 _____
- 18. Achieves status as a community leader in public education. 1 2 3 4 5 _____
- 19. Works effectively with public and private agencies. 1 2 3 4 5 _____
- 20. Develops and executes sound personnel procedures and practices. 1 2 3 4 5 _____
- 21. Develops good staff morale and loyalty to the organization. 1 2 3 4 5 _____
- 22. Treats all personnel fairly, without favoritism or discrimination, while insisting on performance of duties. 1 2 3 4 5 _____
- 23. Delegates authority to staff members appropriate to the position each holds. 1 2 3 4 5 _____
- 24. Represents the best interests of the Board in working with teachers and their organizations. 1 2 3 4 5 _____

Staff and Personal Relations

- 25. Solicits input from staff in planning activities. 1 2 3 4 5 _____
- 26. Ensures that adequate planning and evaluation of curriculum and instruction occurs. 1 2 3 4 5 _____
- 27. Has a vision and communicates a mission for the school system. 1 2 3 4 5 _____

Educational Leadership

- 28. Maintains a sound philosophy of educational needs of all pupils. 1 2 3 4 5 _____
- 29. Develops, implements, promotes and monitors an assessment and improvement system for student learning that results in ongoing improvement in student achievement. 1 2 3 4 5 _____
- 30. Promotes academic rigor and excellence for students. 1 2 3 4 5 _____
- 31. Oversees a program of staff development to improve district performance. 1 2 3 4 5 _____

- 32. Organizes a planned program of staff evaluation and improvement. 1 2 3 4 5 ___
- 33. Models the highest professional standards to staff and community. 1 2 3 4 5 ___
- 34. Encourages staff to be innovative in problem-solving. 1 2 3 4 5 ___

Business and Finance

- 35. Has an understanding of the needs of the school program, facilities equipment, supplies and the budget required. 1 2 3 4 5 ___
- 36. Supervises operations, insisting on competent and efficient performance. 1 2 3 4 5 ___
- 37. Ensures that funds are spent wisely, and adequate control and accounting are maintained. 1 2 3 4 5 ___
- 38. Provides accurate and timely reports to the Board on the financial condition of the school system. 1 2 3 4 5 ___

Strategic Planning Skills

- 39. Keeps Board and community informed of progress towards short and long range plans. 0 2 3 4 5 ___
- 40. Develops a plan which includes strategies, goals and projected student outcomes. 1 2 3 4 5 ___
- 41. Inspires others to achieve the vision of the school system. 1 2 3 4 5 ___

Personal Qualities

- 42. Maintains high personal standard of ethics. 1 2 3 4 5 ___
- 43. Devotes time effectively to his job. 1 2 3 4 5 ___
- 44. Earns respect among his professional colleagues. 1 2 3 4 5 ___
- 45. Exercises good judgment in reaching decisions. 1 2 3 4 5 ___
- 46. Works effectively with school related agencies. 1 2 3 4 5 ___
- 47. Dresses professionally. 1 2 3 4 5 ___
- 48. Writes effectively. 1 2 3 4 5 ___
- 49. Uses verbal language effectively. 1 2 3 4 5 ___
- 50. Maintains the energy necessary to meet the responsibilities of his position. 1 2 3 4 5 ___

Evaluation Notes of Superintendent Rick Smith

Section # 1 Board Relationships

Mr. Smith has not made sufficient effort to keep the board informed of controversial situations taking place within the system, particularly that occur within the board member's individual district. On more than one occasion, I have asked to be informed when such events happen in a school within my district. During one conversation with Mr. Smith, he asked me to what degree I wished to be informed. I replied that while it not necessary, at least from my vantage point, to inform the board of every single incident that happens in a school, any incident that results in the police being involved and arrest being made should definitely be brought to the attention of the board member as the media and the general public will probably get wind of it. Furthermore, it does not look good for the school board member to get calls about an incident that is all over Facebook, Chattanooga.Com and the local News and not be able to offer an intelligent response.

While Mr. Smith agreed with me, not to long thereafter a situation took place at Central High School (CHS), where I am the school board member, in which there was alleged gang activity and students arrested. *I found out about it not from an HCDE official, but from the news media and from phone calls from parents and constituents.* I called Mr. Smith and he promised to look into it and get back with me on the matter. I ended up speaking with the principal of the school, Mr. Finley King, who appraised me of what took place.

While this incident was unfolding, I received an email from a parent associated at Central High School asking me how she could get on the school board agenda to speak to the board. She was concerned about the apparent gang problem at CHS. I informed the principal of what was taking place and emailed the parent and encouraged her to talk to the principal and told her what she needed to do to get on the school board agenda. What transpired from there was apparently a meeting between her, Mr. Smith and others. Somewhere during that process a community meeting was called by parent leaders. While this was not a HCDE sponsored meeting, it is not acceptable communication for School Board Members to have not been notified, especially when the County Mayor, the entire Hamilton County Commission, the Sherriff, the Chattanooga Police Chief, as well as numerous community groups were invited. (It should be noted that Mr. Smith was present and gave remarks, along with the school board attorney).

Finally the situation surrounding the proposed stem school is another example of where Board/Superintendent communication needs improvement.

Although most of the board had some vague understanding of a proposed Stem school grant application in the works, it was not until a meeting in fall of last year that the entire board learned that not only had there been discussion, but that Mr. Smith had established committees and *been meeting* with business and community leaders *for months* about this proposal. The board found itself at that particular meeting in the awkward position of having to acquire information about a *HCDE Initiative* from non HCDE personnel as the board had not been appraised that discussions were even taking place.

Staff and Personal Relations

25. There is a belief at least from some staff members that Mr. Smith does not solicit support from others, but relies on the council of few individuals. (This "kitchen cabinet" is considered by some to be political allies of Mr. Smith: those who offer a different opinion are said to be ostracized).

27. While Mr. Smith, may have vision for the district, it is questionable as to how well he communicates that vision to staff members.

Strategic Planning Skills

39, 40 and 41. As of today, there has not been a strategic planning meeting or discussion between the Mr. Smith and the school board. Although other board members, including myself, have called for a School Board/Superintendent retreat, this event has yet to take place nor has there been any mention of the necessity of having it from the administration.

Summary

While Mr. Smith has some areas to improve in, particularly in areas involving communication with the elected school board, he has shown adequate zeal and drive necessary to become an effective superintendent. Like most positions of this magnitude, there is a significant learning curve even for someone who has worked in the administration for many years. With that said Mr. Smith is doing a satisfactory job at this point and I have no reason to believe that he cannot grow into a very effective superintendent if he surrounds himself with capable people and allows them the function at their maximum ability. Lastly no district can thrive without healthy relationship/communication between the Superintendent and the School board.


Jeffrey T. Wilson School Board Member District # 5

Each Board Member will complete his/her evaluation document and return it to the Board Chairman. The Board Chairman will tally the scores and present a single evaluation document to the Director.

Date: 1-31-12 Board Member: JOE GALLOWAY

RATING SCALE

Use the scale below to rate each item 1-5. Place the numerical values on the tally sheet.

- 1 = Significantly Below Expectations
- 2 = Below Expectations
- 3 = Meets Expectations
- 4 = Above Expectations
- 5 = Significantly Above Expectations

Written comments may be attached to the tally sheet and returned to the Board Chairman.

Board Relationships

- | | | |
|---|-----------|----------|
| 1. Supports board policy and actions to the public and staff. | 1 2 3 4 5 | <u>5</u> |
| 2. Maintains a positive and productive relationship with the Board. | 1 2 3 4 5 | <u>5</u> |
| 3. Works toward creating and maintaining a high degree of understanding and respect between staff and the Board. | 1 2 3 4 5 | <u>4</u> |
| 4. Advises the Board on need for new or revised policies. | 1 2 3 4 5 | <u>5</u> |
| 5. Seeks staff and public opinions on proposed policies and reports to the Board the findings. | 1 2 3 4 5 | <u>4</u> |
| 6. Maintains and distributes all adopted policies. | 1 2 3 4 5 | <u>5</u> |
| 7. Interprets and executes the intent of board policy. | 1 2 3 4 5 | <u>5</u> |
| 8. Refrains from criticism of the Board or members of the Board. | 1 2 3 4 5 | <u>5</u> |
| 9. Exercises good judgment and objectivity in making recommendations to the Board. | 1 2 3 4 5 | <u>5</u> |
| 10. Offers professional advice to the Board on items requiring board action, with appropriate recommendations based on thorough study and analysis. | 1 2 3 4 5 | <u>4</u> |
| 11. Seeks and accepts constructive criticism of his/her work. | 1 2 3 4 5 | <u>4</u> |
| 12. Keeps Board informed of employment, promotion and dismissal of personnel. | 1 2 3 4 5 | <u>5</u> |

Community Relationships

- | | | |
|--|-----------|----------|
| 13. Is an effective spokesman for the school system. | 1 2 3 4 5 | <u>5</u> |
| 14. Is respected and supported by the community in conducting the operation of the schools. | 1 2 3 4 5 | <u>4</u> |
| 15. Builds public support for the school district. | 1 2 3 4 5 | <u>5</u> |
| 16. Develops cooperative relationships with the news media. | 1 2 3 4 5 | <u>4</u> |
| 17. Participates actively in community life and affairs. | 1 2 3 4 5 | <u>4</u> |
| 18. Achieves status as a community leader in public education. | 1 2 3 4 5 | <u>4</u> |
| 19. Works effectively with public and private agencies. | 1 2 3 4 5 | <u>5</u> |
| 20. Develops and executes sound personnel procedures and practices. | 1 2 3 4 5 | <u>4</u> |
| 21. Develops good staff morale and loyalty to the organization. | 1 2 3 4 5 | <u>4</u> |
| 22. Treats all personnel fairly, without favoritism or discrimination, while insisting on performance of duties. | 1 2 3 4 5 | <u>4</u> |
| 23. Delegates authority to staff members appropriate to the position each holds. | 1 2 3 4 5 | <u>4</u> |
| 24. Represents the best interests of the Board in working with teachers and their organizations. | 1 2 3 4 5 | <u>5</u> |

Staff and Personal Relations

- | | | |
|---|-----------|----------|
| 25. Solicits input from staff in planning activities. | 1 2 3 4 5 | <u>5</u> |
| 26. Ensures that adequate planning and evaluation of curriculum and instruction occurs. | 1 2 3 4 5 | <u>5</u> |
| 27. Has a vision and communicates a mission for the school system. | 1 2 3 4 5 | <u>4</u> |

Educational Leadership

- | | | |
|---|-----------|----------|
| 28. Maintains a sound philosophy of educational needs of all pupils. | 1 2 3 4 5 | <u>5</u> |
| 29. Develops, implements, promotes and monitors an assessment and improvement system for student learning that results in ongoing improvement in student achievement. | 1 2 3 4 5 | <u>4</u> |
| 30. Promotes academic rigor and excellence for students. | 1 2 3 4 5 | <u>5</u> |
| 31. Oversees a program of staff development to improve district performance. | 1 2 3 4 5 | <u>4</u> |

- 32. Organizes a planned program of staff evaluation and improvement. 1 2 3 4 5 4
- 33. Models the highest professional standards to staff and community. 1 2 3 4 5 5
- 34. Encourages staff to be innovative in problem-solving. 1 2 3 4 5 4

Business and Finance

- 35. Has an understanding of the needs of the school program, facilities equipment, supplies and the budget required. 1 2 3 4 5 5
- 36. Supervises operations, insisting on competent and efficient performance. 1 2 3 4 5 5
- 37. Ensures that funds are spent wisely, and adequate control and accounting are maintained. 1 2 3 4 5 5
- 38. Provides accurate and timely reports to the Board on the financial condition of the school system. 1 2 3 4 5 5

Strategic Planning Skills

- 39. Keeps Board and community informed of progress towards short and long range plans. 1 2 3 4 5 5
- 40. Develops a plan which includes strategies, goals and projected student outcomes. 1 2 3 4 5 5
- 41. Inspires others to achieve the vision of the school system. 1 2 3 4 5 4

Personal Qualities

- 42. Maintains high personal standard of ethics. 1 2 3 4 5 5
- 43. Devotes time effectively to his job. 1 2 3 4 5 5
- 44. Earns respect among his professional colleagues. 1 2 3 4 5 5
- 45. Exercises good judgment in reaching decisions. 1 2 3 4 5 5
- 46. Works effectively with school related agencies. 1 2 3 4 5 5
- 47. Dresses professionally. 1 2 3 4 5 5
- 48. Writes effectively. 1 2 3 4 5 5
- 49. Uses verbal language effectively. 1 2 3 4 5 5
- 50. Maintains the energy necessary to meet the responsibilities of his position. 1 2 3 4 5 5

Each Board Member will complete his/her evaluation document and return it to the Board Chairman. The Board Chairman will tally the scores and present a single evaluation document to the Director.

Date: 1-26-2012 Board Member: Linda Moley

RATING SCALE

Use the scale below to rate each item 1-5. Place the numerical values on the tally sheet.

- 1 = Significantly Below Expectations
- 2 = Below Expectations
- 3 = Meets Expectations
- 4 = Above Expectations
- 5 = Significantly Above Expectations

Written comments may be attached to the tally sheet and returned to the Board Chairman.

Board Relationships

- | | | |
|---|------------------|----------|
| 1. Supports board policy and actions to the public and staff. | 1 2 3 <u>4</u> 5 | <u>4</u> |
| 2. Maintains a positive and productive relationship with the Board. | 1 2 3 <u>4</u> 5 | <u>4</u> |
| 3. Works toward creating and maintaining a high degree of understanding and respect between staff and the Board. | 1 2 3 <u>4</u> 5 | <u>4</u> |
| 4. Advises the Board on need for new or revised policies. | 1 2 3 <u>4</u> 5 | <u>4</u> |
| 5. Seeks staff and public opinions on proposed policies and reports to the Board the findings. | 1 2 3 <u>4</u> 5 | <u>3</u> |
| 6. Maintains and distributes all adopted policies. | 1 2 3 4 5 | <u>4</u> |
| 7. Interprets and executes the intent of board policy. | 1 2 3 4 5 | <u>4</u> |
| 8. Refrains from criticism of the Board or members of the Board. | 1 2 3 4 5 | <u>4</u> |
| 9. Exercises good judgment and objectivity in making recommendations to the Board. | 1 2 3 4 5 | <u>4</u> |
| 10. Offers professional advice to the Board on items requiring board action, with appropriate recommendations based on thorough study and analysis. | 1 2 3 4 5 | <u>4</u> |
| 11. Seeks and accepts constructive criticism of his/her work. | 1 2 3 4 5 | <u>4</u> |
| 12. Keeps Board informed of employment, promotion and dismissal of personnel. | 1 2 3 4 5 | <u>3</u> |

Community Relationships

13. Is an effective spokesman for the school system. 1 2 3 4 5 4
14. Is respected and supported by the community in conducting the operation of the schools. 1 2 3 4 5 4
15. Builds public support for the school district. 1 2 3 4 5 4
16. Develops cooperative relationships with the news media. 1 2 3 4 5 3
17. Participates actively in community life and affairs. 1 2 3 4 5 4
18. Achieves status as a community leader in public education. 1 2 3 4 5 3
19. Works effectively with public and private agencies. 1 2 3 4 5 4
20. Develops and executes sound personnel procedures and practices. 1 2 3 4 5 4
21. Develops good staff morale and loyalty to the organization. 1 2 3 4 5 3
22. Treats all personnel fairly, without favoritism or discrimination, while insisting on performance of duties. 1 2 3 4 5 3
23. Delegates authority to staff members appropriate to the position each holds. 1 2 3 4 5 3
24. Represents the best interests of the Board in working with teachers and their organizations. 1 2 3 4 5 4

Staff and Personal Relations

25. Solicits input from staff in planning activities. 1 2 3 4 5 3
26. Ensures that adequate planning and evaluation of curriculum and instruction occurs. 1 2 3 4 5 3
27. Has a vision and communicates a mission for the school system. 1 2 3 4 5 2

Educational Leadership

28. Maintains a sound philosophy of educational needs of all pupils. 1 2 3 4 5 3
29. Develops, implements, promotes and monitors an assessment and improvement system for student learning that results in ongoing improvement in student achievement. 1 2 3 4 5 3
30. Promotes academic rigor and excellence for students. 1 2 3 4 5 3
31. Oversees a program of staff development to improve district performance. 1 2 3 4 5 3

32. Organizes a planned program of staff evaluation and improvement. 1 2 3 4 5 3
33. Models the highest professional standards to staff and community. 1 2 3 4 5 3
34. Encourages staff to be innovative in problem-solving. 1 2 3 4 5 3

Business and Finance

35. Has an understanding of the needs of the school program, facilities equipment, supplies and the budget required. 1 2 3 4 5 3
36. Supervises operations, insisting on competent and efficient performance. 1 2 3 4 5 3
37. Ensures that funds are spent wisely, and adequate control and accounting are maintained. 1 2 3 4 5 3
38. Provides accurate and timely reports to the Board on the financial condition of the school system. 1 2 3 4 5 3

Strategic Planning Skills

39. Keeps Board and community informed of progress towards short and long range plans. 1 2 3 4 5 2
40. Develops a plan which includes strategies, goals and projected student outcomes. 1 2 3 4 5 2
41. Inspires others to achieve the vision of the school system. 1 2 3 4 5 2

Personal Qualities

42. Maintains high personal standard of ethics. 1 2 3 4 5 4
43. Devotes time effectively to his job. 1 2 3 4 5 4
44. Earns respect among his professional colleagues. 1 2 3 4 5 3
45. Exercises good judgment in reaching decisions. 1 2 3 4 5 3
46. Works effectively with school related agencies. 1 2 3 4 5 3
47. Dresses professionally. 1 2 3 4 5 3
48. Writes effectively. 1 2 3 4 5 3
49. Uses verbal language effectively. 1 2 3 4 5 3
50. Maintains the energy necessary to meet the responsibilities of his position. 1 2 3 4 5 3

Communication is very lacking - I would appreciate more information concerning critical events as well as the vision/mission for his position. It is hard to disagree with at anytime.

Each Board Member will complete his/her evaluation document and return it to the Board Chairman. The Board Chairman will tally the scores and present a single evaluation document to the Director.

Date: 2-16-2012 Board Member: D Testerman

RATING SCALE

Use the scale below to rate each item 1-5. Place the numerical values on the tally sheet.

- 1 = Significantly Below Expectations
- 2 = Below Expectations
- 3 = Meets Expectations
- 4 = Above Expectations
- 5 = Significantly Above Expectations

Written comments may be attached to the tally sheet and returned to the Board Chairman.

Board Relationships

- | | | |
|---|-----------|----------|
| 1. Supports board policy and actions to the public and staff. | 1 2 3 4 5 | <u>3</u> |
| 2. Maintains a positive and productive relationship with the Board. | 1 2 3 4 5 | <u>4</u> |
| 3. Works toward creating and maintaining a high degree of understanding and respect between staff and the Board. | 1 2 3 4 5 | <u>4</u> |
| 4. Advises the Board on need for new or revised policies. | 1 2 3 4 5 | <u>4</u> |
| 5. Seeks staff and public opinions on proposed policies and reports to the Board the findings. | 1 2 3 4 5 | <u>3</u> |
| 6. Maintains and distributes all adopted policies. | 1 2 3 4 5 | <u>3</u> |
| 7. Interprets and executes the intent of board policy. | 1 2 3 4 5 | <u>4</u> |
| 8. Refrains from criticism of the Board or members of the Board. | 1 2 3 4 5 | <u>5</u> |
| 9. Exercises good judgment and objectivity in making recommendations to the Board. | 1 2 3 4 5 | <u>5</u> |
| 10. Offers professional advice to the Board on items requiring board action, with appropriate recommendations based on thorough study and analysis. | 1 2 3 4 5 | <u>5</u> |
| 11. Seeks and accepts constructive criticism of his/her work. | 1 2 3 4 5 | <u>4</u> |
| 12. Keeps Board informed of employment, promotion and dismissal of personnel. | 1 2 3 4 5 | <u>5</u> |

Community Relationships

- | | | |
|--|-----------|----------|
| 13. Is an effective spokesman for the school system. | 1 2 3 4 5 | <u>5</u> |
| 14. Is respected and supported by the community in conducting the operation of the schools. | 1 2 3 4 5 | <u>5</u> |
| 15. Builds public support for the school district. | 1 2 3 4 5 | <u>5</u> |
| 16. Develops cooperative relationships with the news media. | 1 2 3 4 5 | <u>5</u> |
| 17. Participates actively in community life and affairs. | 1 2 3 4 5 | <u>4</u> |
| 18. Achieves status as a community leader in public education. | 1 2 3 4 5 | <u>5</u> |
| 19. Works effectively with public and private agencies. | 1 2 3 4 5 | <u>5</u> |
| 20. Develops and executes sound personnel procedures and practices. | 1 2 3 4 5 | <u>3</u> |
| 21. Develops good staff morale and loyalty to the organization. | 1 2 3 4 5 | <u>4</u> |
| 22. Treats all personnel fairly, without favoritism or discrimination, while insisting on performance of duties. | 1 2 3 4 5 | <u>4</u> |
| 23. Delegates authority to staff members appropriate to the position each holds. | 1 2 3 4 5 | <u>4</u> |
| 24. Represents the best interests of the Board in working with teachers and their organizations. | 1 2 3 4 5 | <u>3</u> |

Staff and Personal Relations

- | | | |
|---|-----------|----------|
| 25. Solicits input from staff in planning activities. | 1 2 3 4 5 | <u>4</u> |
| 26. Ensures that adequate planning and evaluation of curriculum and instruction occurs. | 1 2 3 4 5 | <u>4</u> |
| 27. Has a vision and communicates a mission for the school system. | 1 2 3 4 5 | <u>4</u> |

Educational Leadership

- | | | |
|---|-----------|----------|
| 28. Maintains a sound philosophy of educational needs of all pupils. | 1 2 3 4 5 | <u>4</u> |
| 29. Develops, implements, promotes and monitors an assessment and improvement system for student learning that results in ongoing improvement in student achievement. | 1 2 3 4 5 | <u>4</u> |
| 30. Promotes academic rigor and excellence for students. | 1 2 3 4 5 | <u>4</u> |
| 31. Oversees a program of staff development to improve district performance. | 1 2 3 4 5 | <u>4</u> |

32. Organizes a planned program of staff evaluation and improvement. 1 2 3 4 5 4
33. Models the highest professional standards to staff and community. 1 2 3 4 5 5
34. Encourages staff to be innovative in problem-solving. 1 2 3 4 5 4

Business and Finance

35. Has an understanding of the needs of the school program, facilities equipment, supplies and the budget required. 1 2 3 4 5 5
36. Supervises operations, insisting on competent and efficient performance. 1 2 3 4 5 4
37. Ensures that funds are spent wisely, and adequate control and accounting are maintained. 1 2 3 4 5 4
38. Provides accurate and timely reports to the Board on the financial condition of the school system. 1 2 3 4 5 3

Strategic Planning Skills

39. Keeps Board and community informed of progress towards short and long range plans. 1 2 3 4 5 3
40. Develops a plan which includes strategies, goals and projected student outcomes. 1 2 3 4 5 4
41. Inspires others to achieve the vision of the school system. 1 2 3 4 5 4

Personal Qualities

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47. Dresses professionally. 1 2 3 4 5 5
48. Writes effectively. 1 2 3 4 5 5
49. Uses verbal language effectively. 1 2 3 4 5 5
50. Maintains the energy necessary to meet the responsibilities of his position. 1 2 3 4 5 5

Each Board Member will complete his/her evaluation document and return it to the Board Chairman. The Board Chairman will tally the scores and present a single evaluation document to the Director.

Date: 2/1/12 Board Member: Mike Evans

RATING SCALE

Use the scale below to rate each item 1-5. Place the numerical values on the tally sheet.

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- 2 = Below Expectations
- 3 = Meets Expectations
- 4 = Above Expectations
- 5 = Significantly Above Expectations

Written comments may be attached to the tally sheet and returned to the Board Chairman.

Board Relationships

- | | | |
|---|-----------|----------|
| 1. Supports board policy and actions to the public and staff. | 1 2 3 4 5 | <u>4</u> |
| 2. Maintains a positive and productive relationship with the Board. | 1 2 3 4 5 | <u>4</u> |
| 3. Works toward creating and maintaining a high degree of understanding and respect between staff and the Board. | 1 2 3 4 5 | <u>4</u> |
| 4. Advises the Board on need for new or revised policies. | 1 2 3 4 5 | <u>3</u> |
| 5. Seeks staff and public opinions on proposed policies and reports to the Board the findings. | 1 2 3 4 5 | <u>3</u> |
| 6. Maintains and distributes all adopted policies. | 1 2 3 4 5 | <u>3</u> |
| 7. Interprets and executes the intent of board policy. | 1 2 3 4 5 | <u>3</u> |
| 8. Refrains from criticism of the Board or members of the Board. | 1 2 3 4 5 | <u>4</u> |
| 9. Exercises good judgment and objectivity in making recommendations to the Board. | 1 2 3 4 5 | <u>4</u> |
| 10. Offers professional advice to the Board on items requiring board action, with appropriate recommendations based on thorough study and analysis. | 1 2 3 4 5 | <u>4</u> |
| 11. Seeks and accepts constructive criticism of his/her work. | 1 2 3 4 5 | <u>3</u> |
| 12. Keeps Board informed of employment, promotion and dismissal of personnel. | 1 2 3 4 5 | <u>3</u> |

Community Relationships

- | | | |
|--|-----------|----------|
| 13. Is an effective spokesman for the school system. | 1 2 3 4 5 | <u>4</u> |
| 14. Is respected and supported by the community in conducting the operation of the schools. | 1 2 3 4 5 | <u>4</u> |
| 15. Builds public support for the school district. | 1 2 3 4 5 | <u>5</u> |
| 16. Develops cooperative relationships with the news media. | 1 2 3 4 5 | <u>5</u> |
| 17. Participates actively in community life and affairs. | 1 2 3 4 5 | <u>5</u> |
| 18. Achieves status as a community leader in public education. | 1 2 3 4 5 | <u>4</u> |
| 19. Works effectively with public and private agencies. | 1 2 3 4 5 | <u>5</u> |
| 20. Develops and executes sound personnel procedures and practices. | 1 2 3 4 5 | <u>4</u> |
| 21. Develops good staff morale and loyalty to the organization. | 1 2 3 4 5 | <u>4</u> |
| 22. Treats all personnel fairly, without favoritism or discrimination, while insisting on performance of duties. | 1 2 3 4 5 | <u>4</u> |
| 23. Delegates authority to staff members appropriate to the position each holds. | 1 2 3 4 5 | <u>4</u> |
| 24. Represents the best interests of the Board in working with teachers and their organizations. | 1 2 3 4 5 | <u>3</u> |

Staff and Personal Relations

- | | | |
|---|-----------|----------|
| 25. Solicits input from staff in planning activities. | 1 2 3 4 5 | <u>3</u> |
| 26. Ensures that adequate planning and evaluation of curriculum and instruction occurs. | 1 2 3 4 5 | <u>4</u> |
| 27. Has a vision and communicates a mission for the school system. | 1 2 3 4 5 | <u>4</u> |

Educational Leadership

- | | | |
|---|-----------|----------|
| 28. Maintains a sound philosophy of educational needs of all pupils. | 1 2 3 4 5 | <u>4</u> |
| 29. Develops, implements, promotes and monitors an assessment and improvement system for student learning that results in ongoing improvement in student achievement. | 1 2 3 4 5 | <u>4</u> |
| 30. Promotes academic rigor and excellence for students. | 1 2 3 4 5 | <u>3</u> |
| 31. Oversees a program of staff development to improve district performance. | 1 2 3 4 5 | <u>3</u> |

32. Organizes a planned program of staff evaluation and improvement. 1 2 3 4 5 3
33. Models the highest professional standards to staff and community. 1 2 3 4 5 4
34. Encourages staff to be innovative in problem-solving. 1 2 3 4 5 4

Business and Finance

35. Has an understanding of the needs of the school program, facilities equipment, supplies and the budget required. 1 2 3 4 5 5
36. Supervises operations, insisting on competent and efficient performance. 1 2 3 4 5 4
37. Ensures that funds are spent wisely, and adequate control and accounting are maintained. 1 2 3 4 5 4
38. Provides accurate and timely reports to the Board on the financial condition of the school system. 1 2 3 4 5 4

Strategic Planning Skills

39. Keeps Board and community informed of progress towards short and long range plans. 1 2 3 4 5 4
40. Develops a plan which includes strategies, goals and projected student outcomes. 1 2 3 4 5 3
41. Inspires others to achieve the vision of the school system. 1 2 3 4 5 4

Personal Qualities

42. Maintains high personal standard of ethics. 1 2 3 4 5 4
43. Devotes time effectively to his job. 1 2 3 4 5 5
44. Earns respect among his professional colleagues. 1 2 3 4 5 4
45. Exercises good judgment in reaching decisions. 1 2 3 4 5 4
46. Works effectively with school related agencies. 1 2 3 4 5 5
47. Dresses professionally. 1 2 3 4 5 3
48. Writes effectively. 1 2 3 4 5 3
49. Uses verbal language effectively. 1 2 3 4 5 3
50. Maintains the energy necessary to meet the responsibilities of his position. 1 2 3 4 5 5