

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

May 16, 2013

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.	4	4	3	3	3	5	4	3	4	33	3.67
2. Maintains a positive and productive relationship with the Board.	3	3	3	4	3	5	5	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	3	4	4	4	4	33	3.67
4. Advises the Board on need for new and revised policies.	5	4	2	3	3	5	4	3	3	32	3.56
5. Seeks staff and public opinions on proposed policies and reports to the Board the findings.	3	3	3	3	3	4	4	3	3	29	3.22
6. Maintains and distributes all adopted policies.	5	3	3	3	3	5	4	4	3	33	3.67
7. Interprets and executes the intent of board policy.	5	3	3	3	3	5	4	4	4	34	3.78
8. Refrains from criticism of the Board or members of the Board.	4	5	4	4	3	5	5	4	5	39	4.33
9. Exercises good judgement and objectivity in making recommendations to the Board.	3	3	3	3	3	5	4	4	4	32	3.56
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	3	5	32	3.56
11. Seeks and accepts constructive criticism of his/her work.	3	4	3	4	3	4	4	3	4	32	3.56
12. Keeps Board informed of employment, promotion and dismissal of personnel.	3	2	2	3	3	5	4	3	3	28	3.11

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

May 16, 2013

Community Relationships

13. Is an effective spokesman for the school system.	3	4	4	4	3	5	5	3	5	36	4.00
14. Is respected and supported by the community in conducting the operation of the schools.	5	4	3	3	3	4	4	4	5	35	3.89
15. Builds public support for the school district.	5	4	4	3	3	5	5	4	5	38	4.22
16. Develops cooperative relationships with the news media.	2	3	3	3	3	5	5	2	3	29	3.22
17. Participates actively in community life and affairs.	4	4	3	3	3	5	5	3	4	34	3.78
18. Achieves status as a community leader in public education.	5	4	4	4	3	4	4	3	5	36	4.00
19. Works effectively with public and private agencies.	4	4	5	4	3	5	4	3	5	37	4.11
20. Develops and executes sound personnel procedures and practices.	4	3	3	4	3	4	4	4	4	33	3.67
21. Develops good staff morale and loyalty to the organization.	4	3	3	3	3	4	4	4	4	32	3.56
22. Treats all personnel fairly, without favoritism or discrimination, while insisting on performance of duties.	4	3	3	3	3	4	4	3	4	31	3.44
23. Delegates authority to staff members appropriate to the position each holds.	4	2	3	3	3	4	4	3	3	29	3.22
24. Represents the best interests of the Board in working with teachers and their organizations.	4	3	3	3	3	5	5	3	3	32	3.56

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

May 16, 2013

Staff and Personal Relations

25. Solicits input from staff in planning activities.	4	3	3	3	3	5	4	3	3	31	3.44
26. Ensures that adequate planning and evaluation of curriculum and instruction occurs.	3	3	3	3	3	5	4	3	3	30	3.33
27. Has a vision and communicates a mission for the school system.	4	3	3	3	3	4	4	3	4	31	3.44

Educational Leadership

28. Maintains a sound philosophy of educational needs of all pupils.	4	4	3	3	3	5	4	3	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.	3	3	3	3	3	4	4	3	4	30	3.33
30. Promotes academic rigor and excellence for students.	4	4	3	3	3	5	4	4	4	34	3.78
31. Oversees a program of staff development to improve district performance.	3	3	3	3	3	4	4	4	4	31	3.44
32. Organizes a planned program of staff evaluation and improvement.	4	3	3	3	3	3	4	3	4	30	3.33
33. Models the highest professional standards to staff and community.	4	3	4	3	3	5	5	4	5	36	4.00
34. Encourages staff to be innovative in problem-solving.	4	2	3	3	3	4	4	3	4	30	3.33

Business and Finance

35. Has an understanding of the needs of the school program, facilities equipment, supplies and the budget required.	4	5	3	4	3	5	5	4	5	38	4.22
36. Supervises operations, insisting on competent and efficient performance.	4	4	3	3	3	5	5	4	5	36	4.00
37. Ensures that funds are spent wisely, and adequate control and accounting are maintained.	3	4	3	3	3	5	5	4	5	35	3.89
38. Provides accurate and timely reports to the Board on the financial condition of the school system.	5	3	3	4	3	4	5	4	4	35	3.89

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

May 16, 2013

Strategic Planning Skills

39. Keeps Board and community informed of progress towards short and long range plans.	3	3	3	3	3	5	4	3	4	31	3.44
40. Develops a plan which includes strategies, goals and projected student outcomes.	4	3	3	3	3	5	4	3	4	32	3.56
41. Inspires others to achieve the vision of the school system.	4	3	3	3	3	4	5	3	4	32	3.56

Personal Qualities

42. Maintains a high personal standard of ethics.	5	3	4	3	3	5	5	4	5	37	4.11
43. Devotes time effectively to his job.	5	4	3	3	3	5	5	4	5	37	4.11
44. Earns respect among his professional colleagues.	5	3	4	3	3	5	5	3	5	36	4.00
45. Exercises good judgement in reaching decisions.	3	4	4	3	3	5	5	4	5	36	4.00
46. Works effectively with school related agencies.	4	4	3	3	3	5	5	3	5	35	3.89
47. Dresses professionally.	5	5	4	4	3	5	5	5	5	41	4.56
48. Writes effectively.	5	5	3	3	3	5	5	3	5	37	4.11
49. Uses verbal language effectively.	5	5	3	3	3	5	5	4	5	38	4.22
50. Maintains the energy necessary to meet the responsibilities of his position.	5	5	3	4	3	5	5	4	5	39	4.33

200	175	160	161	150	232	222	173	211			
4	3.5	3.2	3.22	3	4.64	4.44	3.46	4.22		187.11	
<u>Average score all categories</u>										3.74	