

**Hamilton County Board of Education  
Evaluation of Superintendent Rick Smith  
July 2014**

Hamilton County Board of Education  
1000 West 10th Street  
Cincinnati, Ohio 45202  
July 2014

Name: 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

**Board Relationships**

**Score**

**Comments**

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

5
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4
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4
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5
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Not sure how much public input he receives

\_\_\_\_\_

\_\_\_\_\_

I have never heard him criticism.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Hamilton County Board of Education  
Evaluation of Superintendent Rick Smith  
July 2014**

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**Community Relationships**

**Comments**

13. Is an effective spokesman for the school system.

4

\_\_\_\_\_

14. Is respected and supported by the community in conducting the operation of the schools.

5

\_\_\_\_\_

15. Builds public support for the school district.

5

\_\_\_\_\_

16. Develops cooperative relationships with the news media.

5/4

\_\_\_\_\_

17. Participates actively in community life and affairs.

4

\_\_\_\_\_

18. Achieves status as a community leader in public education.

4

\_\_\_\_\_

19. Works effectively with public and private agencies.

4

*(Still think he is too close with PBF - allows them to pick principals & train teachers)*

20. Develops and executes sound personnel procedures and practices.

3/

\_\_\_\_\_

21. Develops good staff morale and loyalty to the organization.

4

\_\_\_\_\_

22. Treats all personnel fairly, without favoritism or discrimination, while insisting on performance of duties.

4

*I have not received any complaints from personnel.*

23. Delegates authority to staff members appropriate to the position each holds.

4

*Have not heard any complaints.*

24. Represents the best interests of the Board in working with teachers and their organizations.

5/4

\_\_\_\_\_

**Hamilton County Board of Education  
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July 2014**

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**Staff and Personal Relations**

**Comments**

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

4
3
4

*have no way of knowing  
still hate math curriculum*

**Educational Leadership**

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

5
4

*math is still woefully inadequate*

5
4

*Too much PEF influence*

4
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*" " " "*

4
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*" " " "*

4
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**Business and Finance**

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

5
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4
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5
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3
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**Hamilton County Board of Education  
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July 2014**

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**Strategic Planning Skills**

**Comments**

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

3
3.
4

*Board does not receive academic info  
PEP? Super public does.*

**Personal Qualities**

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

5
5
5
5
4
5
5
5
5

*Too much PEP*

**Hamilton County Board of Education  
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Name: Jonathan Welch

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

**Board Relationships**

**Score**

**Comments**

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

3
3
3

3
3

4
3
3
3

3
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3
1

I have to often sound out each of these from parents or news media.

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**Community Relationships**

**Comments**

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20. Develops and executes sound personnel procedures and practices.

2
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→ leadership pipeline is vague

21. Develops good staff morale and loyalty to the organization.

3
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22. Treats all personnel fairly, without favoritism or discrimination, while insisting on performance of duties.

3
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23. Delegates authority to staff members appropriate to the position each holds.

3
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24. Represents the best interests of the Board in working with teachers and their organizations.

2
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Insurances should have been discussed & negotiated during the MOA

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**Staff and Personal Relations**

**Comments**

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26. Ensures that adequate planning and evaluation of curriculum and instruction occurs.

3

27. Has a vision and communicates a mission for the school system.

1

See comments on strategic  
planning

**Educational Leadership**

28. Maintains a sound philosophy of educational needs of all pupils.

3

29. Develops, implements, promotes and monitors an assessment and improvement

3

system for student learning that results in ongoing improvement in student achievement.

30. Promotes academic rigor and excellence for students.

2

we do a poor job w/ low top  
10% ~~...~~ <sup>pushy & celebratory</sup>

31. Oversees a program of staff development to improve district performance.

3

32. Organizes a planned program of staff evaluation and improvement.

3

33. Models the highest professional standards to staff and community.

3

34. Encourages staff to be innovative in problem-solving.

2

Administration staff are too often  
concerned with making sure a decision  
is ok + CO was not comfortable  
w/ principals using in lieu of many

**Business and Finance**

35. Has an understanding of the needs of the school program, facilities equipment, supplies  
and the budget required.

5

36. Supervises operations, insisting on competent and efficient performance.

4

37. Ensures that funds are spent wisely, and adequate control and accounting are maintained.

3

38. Provides accurate and timely reports to the Board on the financial condition of  
the school system.

2

Accurate yes, timely after no  
we were informed quickly  
about the states decreasing revenue

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**Strategic Planning Skills**

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

1
1
1

**Comments**

have had ~~idea~~ one how disseminate  
presentation, no follow up  
many goals are extremely vague  
+ unmeasurable  
+ no cost estimates

**Personal Qualities**

- 42. Maintains a high personal standard of ethics.
- 43. Devotes time effectively to his job.
- 44. Earns respect among his professional colleagues.
- 45. Exercises good judgement in reaching decisions.
- 46. Works effectively with school related agencies.
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- 48. Writes effectively.
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- 50. Maintains the energy necessary to meet the responsibilities of his position.

3
4
3
3
4
4
4
5
3

→ was placed on website w/  
no board input or vote  
Agenda items continue to reference  
align ~~strategic~~ w/ strategic plan 2011  
so I don't know that its been  
~~added~~ ~~into~~ made known in the  
system  
→ very good one on one +  
w/ parents



**Hamilton County Board of Education  
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Name: Greg Martin

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

**Board Relationships**

**Score**

**Comments**

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

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**Community Relationships**

**Comments**

13. Is an effective spokesman for the school system.

3
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14. Is respected and supported by the community in conducting the operation of the schools.

15. Builds public support for the school district.

16. Develops cooperative relationships with the news media.

17. Participates actively in community life and affairs.

18. Achieves status as a community leader in public education.

19. Works effectively with public and private agencies.

20. Develops and executes sound personnel procedures and practices.

21. Develops good staff morale and loyalty to the organization.

22. Treats all personnel fairly, without favoritism or discrimination, while insisting on performance of duties.

23. Delegates authority to staff members appropriate to the position each holds.

24. Represents the best interests of the Board in working with teachers and their organizations.

15	5
16	3
17	3
18	5
19	5
20	4
21	3
22	3
23	3
24	3

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2  
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**Hamilton County Board of Education  
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July 2014**

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**Staff and Personal Relations**

**Comments**

25. Solicits input from staff in planning activities.

3

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**Educational Leadership**

28. Maintains a sound philosophy of educational needs of all pupils.

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29. Develops, implements, promotes and monitors an assessment and improvement

3

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system for student learning that results in ongoing improvement in student achievement.

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32. Organizes a planned program of staff evaluation and improvement.

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33. Models the highest professional standards to staff and community.

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34. Encourages staff to be innovative in problem-solving.

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**Business and Finance**

35. Has an understanding of the needs of the school program, facilities equipment, supplies  
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the school system.

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**Hamilton County Board of Education  
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**Strategic Planning Skills**

**Comments**

39. Keeps Board and community informed of progress towards short and long range plans.

2

40. Develops a plan which includes strategies, goals and projected student outcomes.

3

41. Inspires others to achieve the vision of the school system.

3

**Personal Qualities**

42. Maintains a high personal standard of ethics.

4

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45. Exercises good judgement in reaching decisions.

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46. Works effectively with school related agencies.

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47. Dresses professionally.

4

48. Writes effectively.

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49. Uses verbal language effectively.

3

50. Maintains the energy necessary to meet the responsibilities of his position.

3

**Hamilton County Board of Education  
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Name: George E. Ricks, Sr.

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12. Keeps Board informed of employment, promotion and dismissal of personnel.

<u>Score</u>	<u>Comments</u>
3	
4	<i>Rick works well with all Board Members</i>
3	
3	
3	
3	
3	
3	
3	
3	
3	
3	

**Hamilton County Board of Education  
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**Community Relationships**

**Comments**

13. Is an effective spokesman for the school system.

3
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15. Builds public support for the school district.

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16. Develops cooperative relationships with the news media.

4
4

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17. Participates actively in community life and affairs.

3
3

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18. Achieves status as a community leader in public education.

3
3

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19. Works effectively with public and private agencies.

3
3

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20. Develops and executes sound personnel procedures and practices.

3
3

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21. Develops good staff morale and loyalty to the organization.

3
3

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22. Treats all personnel fairly, without favoritism or discrimination, while insisting on performance of duties.

23. Delegates authority to staff members appropriate to the position each holds.

24. Represents the best interests of the Board in working with teachers and their organizations.

**Hamilton County Board of Education  
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**Staff and Personal Relations**

**Comments**

25. Solicits input from staff in planning activities.

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27. Has a vision and communicates a mission for the school system.

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**Educational Leadership**

28. Maintains a sound philosophy of educational needs of all pupils.

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29. Develops, implements, promotes and monitors an assessment and improvement system for student learning that results in ongoing improvement in student achievement.

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**Business and Finance**

35. Has an understanding of the needs of the school program, facilities equipment, supplies and the budget required.

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**Hamilton County Board of Education  
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**Strategic Planning Skills**

**Comments**

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**Personal Qualities**

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- 50. Maintains the energy necessary to meet the responsibilities of his position.

3
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3
3

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*Well Respected among the colleagues I've spoken with during my time on the Board.*

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*Strong Support FROM local foundations and businesses*

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**Hamilton County Board of Education  
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July 2014**

Name: Jeffrey T. Wilson

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**Board Relationships**

**Score**

**Comments**

3
3
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3
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**Community Relationships**

**Comments**

13. Is an effective spokesman for the school system.

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18. Achieves status as a community leader in public education.

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**Hamilton County Board of Education  
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**Staff and Personal Relations**

**Comments**

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**Educational Leadership**

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**Hamilton County Board of Education  
Evaluation of Superintendent Rick Smith  
July 2014**

Date of Interview  
Interviewer  
Date

**Rating Scale**

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Name: JOE GALLOWAY

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**Board Relationships**

	<u>Score</u>	<u>Comments</u>
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7. Interprets and executes the intent of board policy.	5	
8. Refrains from criticism of the Board or members of the Board.	5	
9. Exercises good judgement and objectivity in making recommendations to the Board.	5	
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12. Keeps Board informed of employment, promotion and dismissal of personnel.	4	

2014

47

**Hamilton County Board of Education  
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31. Oversees a program of staff development to improve district performance.

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32. Organizes a planned program of staff evaluation and improvement.

3

33. Models the highest professional standards to staff and community.

5

34. Encourages staff to be innovative in problem-solving.

4

**Business and Finance**

35. Has an understanding of the needs of the school program, facilities equipment, supplies and the budget required.

5

36. Supervises operations, insisting on competent and efficient performance.

5

37. Ensures that funds are spent wisely, and adequate control and accounting are maintained.

5

38. Provides accurate and timely reports to the Board on the financial condition of the school system.

4

**Hamilton County Board of Education  
Evaluation of Superintendent Rick Smith  
July 2014**

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**Strategic Planning Skills**

**Comments**

39. Keeps Board and community informed of progress towards short and long range plans.

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40. Develops a plan which includes strategies, goals and projected student outcomes.

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41. Inspires others to achieve the vision of the school system.

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**Personal Qualities**

42. Maintains a high personal standard of ethics.

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43. Devotes time effectively to his job.

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44. Earns respect among his professional colleagues.

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45. Exercises good judgement in reaching decisions.

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46. Works effectively with school related agencies.

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47. Dresses professionally.

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48. Writes effectively.

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49. Uses verbal language effectively.

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50. Maintains the energy necessary to meet the responsibilities of his position.

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**Hamilton County Board of Education  
Evaluation of Superintendent Rick Smith  
July 2014**

Name: Donna Horn

**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**

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

<u>Score</u>	<u>Comments</u>
4	
4	Rick is always available to meet for discussion of my concerns
4	Dealing w/ an array of personalities can be difficult. Rick fosters good relationships among board members as much as possible.
4	Supports adopted policies; revisions when presented
3	I believe he is committed to public being informed
4	Would appreciate hard copies of revisions being included in agenda packet
4	Extremely professional in this regard
4	Presents recommendations w/ room for discussion
4	Rick does his homework
4	Retains an open mind; accepting of criticism
2	I'd appreciate notice in a confidential e-mail as opposed to reading it in TFP.

**Hamilton County Board of Education  
Evaluation of Superintendent Rick Smith  
July 2014**

**Community Relationships**

**Comments**

13 effective spokesman for the school system.

13 4 Total cheerleader for Hamilton Co. Schools

14 respected and supported by the community in conducting the operation

14 4 Dedicated to this mission

15 of schools.

16 public support for the school district.

15 4 See # 14

17 develops cooperative relationships with the news media.

16 4 Fully committed to promoting All schools of Ham. Co.

18 participates actively in community life and affairs.

17 4 Engages in mtgs. and discussions w/ local businesses + groups

19 carries status as a community leader in public education.

18 4 I believe he is mostly well respected

20 works effectively with public and private agencies.

19 4  
20 4 More visibility in schools would be appreciated (note-time doesn't always allow for it)

21 develops and executes sound personnel procedures and practices.

21 4 Rick has a supportive and competent group of professionals on his cabinet.

22 maintains good staff morale and loyalty to the organization.

22 4

23 treats all personnel fairly, without favoritism or discrimination, while insisting

23 3

24 performance of duties.

24 3 Ongoing dialogue w/ MCEA/negotiations imperative for upholding positive morale of work force.

25 delegates authority to staff members appropriate to the position each holds.

26 represents the best interests of the Board in working with teachers and their

27 organizations.

**Hamilton County Board of Education  
Evaluation of Superintendent Rick Smith  
July 2014**

**Staff and Personal Relations**

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

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**Comments**

*Holds Cabinet meetings w/ staff weekly*

↓

**Educational Leadership**

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

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*As noted in Mission Statement*

**Business and Finance**

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

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*This is a strong point for Rick - he understands needs, priorities and is aware of the needs throughout the school system in as far as facilities are concerned.*

↓

**Hamilton County Board of Education  
Evaluation of Superintendent Rick Smith  
July 2014**

**Strategic Planning Skills**

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

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**Comments**

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**Personal Qualities**

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

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*Rick continually maintains a professional appearance "at the office" and when out in public*

*Makes decisions that are good for our students*

*Maintains connections with those entities that have an interest in our school system.*

*-ALWAYS!*

*Thank goodness!*

*Can communicate effectively when approached by media*

*Retains the same demeanor in most situations.*



**Hamilton County Board of Education  
Evaluation of Superintendent Rick Smith  
July 2014**

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**Community Relationships**

**Comments**

13. Is an effective spokesman for the school system.

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14. Is respected and supported by the community in conducting the operation of the schools.

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4

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15. Builds public support for the school district.

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16. Develops cooperative relationships with the news media.

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17. Participates actively in community life and affairs.

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18. Achieves status as a community leader in public education.

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19. Works effectively with public and private agencies.

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20. Develops and executes sound personnel procedures and practices.

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21. Develops good staff morale and loyalty to the organization.

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22. Treats all personnel fairly, without favoritism or discrimination, while insisting on performance of duties.

23. Delegates authority to staff members appropriate to the position each holds.

24. Represents the best interests of the Board in working with teachers and their organizations.

**Hamilton County Board of Education  
Evaluation of Superintendent Rick Smith  
July 2014**

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**Staff and Personal Relations**

**Comments**

25. Solicits input from staff in planning activities.

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26. Ensures that adequate planning and evaluation of curriculum and instruction occurs.

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29. Develops, implements, promotes and monitors an assessment and improvement

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system for student learning that results in ongoing improvement in student achievement.

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**Hamilton County Board of Education  
Evaluation of Superintendent Rick Smith  
July 2014**

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**Hamilton County Board of Education  
Evaluation of Superintendent Rick Smith  
July 2014**

Name: 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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- 5= Significantly above expectations

**Board Relationships**

**Score**

**Comments**

1. Supports board policy and actions to the public and staff.

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2. Maintains a positive and productive relationship with the Board.

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3. Works towards creating and maintaining a high degree of understanding and respect between staff and the Board.

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4. Advises the Board on need for new and revised policies.

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5. Seeks staff and public opinions on proposed policies and reports to the Board the findings.

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6. Maintains and distributes all adopted policies.

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7. Interprets and executes the intent of board policy.

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8. Refrains from criticism of the Board or members of the Board.

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10. Offers professional advice to the Board on items requiring board action, with appropriate recommendation based on thorough study and analysis.

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**Hamilton County Board of Education  
Evaluation of Superintendent Rick Smith  
July 2014**

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**Community Relationships**

**Comments**

13. Is an effective spokesman for the school system.

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14. Is respected and supported by the community in conducting the operation of the schools.

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15. Builds public support for the school district.

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**Hamilton County Board of Education  
Evaluation of Superintendent Rick Smith  
July 2014**

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**Staff and Personal Relations**

**Comments**

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**Hamilton County Board of Education  
Evaluation of Superintendent Rick Smith  
July 2014**

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