

**Board of Education  
Evaluation of Superintendent  
2014-2015**

**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.

	District									Total	Avg.
	1	2	3	4	5	6	7	8	9		
1. Supports board policy and actions to the public and staff.	3	3	2	5	4	5	4	5	4	35	3.89
2. Maintains a positive and productive relationship with the Board.	4	3	4	5	4	5	4	4	5	38	4.22
3. Works towards creating and maintaining a high degree of understanding and respect between staff and the Board.	3	3	3	5	4	5	4	4	4	35	3.89
4. Advises the Board on need for new and revised policies.	4	4	3	3	3	5	4	5	5	36	4.00
5. Seeks staff and public opinions on proposed policies and reports to the Board the findings.	3	3	2	4	4	4	4	5	3	32	4.00
6. Maintains and distributes all adopted policies.	5	4	3	3	3	5	4	5	4	36	4.00
7. Interprets and executes the intent of board policy.	4	3	3	4	4	4	4	5	4	35	3.89
8. Refrains from criticism of the Board or members of the Board.	3	4	3	5	4	5	4	5	5	38	4.22
9. Exercises good judgement and objectivity in making recommendations to the Board.	3	3	3	5	4	4	5	4	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	2	5	4	5	4	5	5	37	4.11
11. Seeks and accepts constructive criticism of his/her work.	3	2	2	4	4	5	5	5	4	34	3.78
12. Keeps Board informed of employment, promotion and dismissal of personnel.	3	2	3	4	3	4	2	4	5	30	3.33

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**Community Relationships**

13. Is an effective spokesman for the school system.	4	4	3	5	3	5	5	5	5	4	4	38	4.22
14. Is respected and supported by the community in conducting the operation of the schools.	3	4	4	4	3	5	4	4	4	4	4	35	3.89
15. Builds public support for the school district.	3	4	3	5	4	5	5	5	5	3	3	37	4.11
16. Develops cooperative relationships with the news media.	3	4	3	4	3	5	5	4	4	4	4	35	3.89
17. Participates actively in community life and affairs.	4	3	3	5	4	4	5	4	5	4	5	37	4.11
18. Achieves status as a community leader in public education.	3	4	5	5	4	5	5	4	5	4	5	40	4.44
19. Works effectively with public and private agencies.	4	3	5	5	3	5	5	5	5	4	4	39	4.33
20. Develops and executes sound personnel procedures and practices.	3	2	4	4	3	4	5	5	5	4	4	34	3.78
21. Develops good staff morale and loyalty to the organization.	3	3	5	4	3	4	5	4	4	3	3	34	3.78
22. Treats all personnel fairly, without favoritism or discrimination, while insisting on performance of duties.	3	3	4	4	3	4	5	5	5	4	4	35	3.89
23. Delegates authority to staff members appropriate to the position each holds.	4	3	3	4	3	4	5	5	5	5	5	36	4.00
24. Represents the best interests of the Board in working with teachers and their organizations.	4	2	3	5	3	5	4	5	3	3	3	34	3.78

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**Staff and Personal Relations**

25. Solicits input from staff in planning activities.	3	4	3	4	3	4	4	4	4	5	34	3.78
26. Ensures that adequate planning and evaluation of curriculum and instruction occurs.	3	4	3	4	3	4	4	4	4	4	33	3.67
27. Has a vision and communicates a mission for the school system.	5	5	3	5	4	5	5	5	5	5	42	4.67

**Educational Leadership**

28. Maintains a sound philosophy of educational needs of all pupils.	3	3	3	5	3	5	5	4	5	36	4.00
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	4	3	4	4	5	4	33	3.67
30. Promotes academic rigor and excellence for students.	3	3	3	4	4	5	4	5	4	35	3.89
31. Oversees a program of staff development to improve district performance.	3	3	3	3	3	4	4	5	5	33	3.67
32. Organizes a planned program of staff evaluation and improvement.	4	3	3	3	3	4	4	5	5	34	3.78
33. Models the highest professional standards to staff and community.	4	3	4	4	4	5	5	5	3	37	4.11
34. Encourages staff to be innovative in problem-solving.	3	2	3	3	4	4	4	4	4	31	3.44

**Business and Finance**

35. Has an understanding of the needs of the school program, facilities equipment, supplies and the budget required.	3	4	4	5	4	5	5	5	4	39	4.33
36. Supervises operations, insisting on competent and efficient performance.	3	3	3	5	3	5	5	5	4	36	4.00
37. Ensures that funds are spent wisely, and adequate control and accounting are maintained.	3	3	3	5	4	5	5	5	3	36	4.00
38. Provides accurate and timely reports to the Board on the financial condition of the school system.	3	3	3	4	4	4	5	4	4	34	3.78

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**Strategic Planning Skills**

39. Keeps Board and community informed of progress towards short and long range plans.	3	4	3	4	4	3	5	5	4	4	4	5	35	3.89
40. Develops a plan which includes strategies, goals and projected student outcomes.	3	5	3	4	3	5	4	5	4	5	4	4	36	4.00
41. Inspires others to achieve the vision of the school system.	3	5	3	5	4	4	5	5	4	4	4	4	38	4.22

**Personal Qualities**

42. Maintains a high personal standard of ethics.	5	4	4	5	4	4	5	5	5	5	5	3	40	4.44
43. Devotes time effectively to his job.	5	4	4	4	4	4	5	5	5	5	5	5	41	4.56
44. Earns respect among his professional colleagues.	4	4	4	4	3	5	5	5	5	5	5	5	39	4.33
45. Exercises good judgement in reaching decisions.	3	3	4	4	3	5	5	5	4	4	4	4	35	3.89
46. Works effectively with school related agencies.	4	3	3	4	3	5	5	5	5	5	4	4	36	4.00
47. Dresses professionally.	5	3	3	4	4	5	5	5	5	5	5	5	39	4.33
48. Writes effectively.	3	3	3	4	4	4	5	5	5	5	5	5	37	4.11
49. Uses verbal language effectively.	4	4	3	4	3	5	5	5	5	5	5	5	38	4.22
50. Maintains the energy necessary to meet the responsibilities of his position.	5	4	3	5	4	4	5	5	5	5	5	5	41	4.56
	176	168	162	215	175	234	227	233	213					
	3.52	3.36	3.24	4.3	3.5	4.68	4.54	4.66	4.26					

**Average score all categories**

**4.02**

Hamilton County Board of Education  
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 Summary of Comments

District Number	ITEM Number or Section	Comment
1		No comments
2	12	Find out too often through media first
	20	How principals are selected and the criteria people need to grow and develop to be considered to be a principal is vague.
	27	You're not a 1 this year.
	34	Principals have little ability to vary.
	38	Better this year.
3	1	We voted 9-0 to study how to spend the settlement money for liquor by the drink suit. Without any discussion we have been brought 2 proposals to spend the 1 <sup>st</sup> 2 years of settlement money.
	10	We shouldn't have been asked to balance the budget with 2.7 million in one-time fund reserves.
	15	Does a great job finding partners in the business community to help public education.
4	Board Relationships	Superintendent Smith works well with all staff board members. He is respected by staff and board because he shows respect for us. The board is kept informed of school and board matters through emails, phone calls, and meetings. Board members can call or schedule personal meetings with superintendent to discuss board package or other school related matters. He has never criticized the board or a member in my presence. He has shown to be positive about any criticism aimed at him or his vision for Hamilton County's public school system.
	Community Relations	Superintendent Smith is definitely and effective spokesman for the school system. He should be commended for setting the ground work for more funding for the school system. He held meetings in all 9 school board members districts, met with community organization foundations, news media and others to promote his vision making our school system the best in the South. He tried and is still trying to get the community to understand that more funding is needed if we are to truly have the best education system in the South. Great job Superintendent, don't give up the fight for more funding. <u>"Keep Hope Alive"</u>
	Staff and Personal Relations	Members of his administrative staff attended all of the Smartest City in the South community meetings.
	Educational Leadership	Superintendent Smith is providing important and quality leadership for our public school system. He, his administrative staff and teachers are doing a good job.
	Business and Finance	Thank you Superintendent and Ms. Jordan for developing a 2016 school budget that gave a 2 percent raise to all employees without any layoff or staff cuts. <u>Thanks.</u>

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	Strategic Planning Skills	Thanks for your vision and now the community vision for Chattanooga 2.0 the Smartest School System in the South.
	Personal Qualities	Superintendent Smith is a quality person, spends a lot of time in the community speaking to anyone who is willing to hear or discuss his vision for a quality education for all public schools students. Mr. Smith has earned the respect of a lot of people in the community.
5	2	Always available and willing to address any issues or concerns I have.
6		No comments.
7	2	This is so important and he is mostly positive.
	3	Personalities on the Board differ greatly. Rick handles this very well.
	5	Commitment to the public being informed has been outstanding.
	6	Policies are updated and available online.
	8	Professional
	9	Knows his job well.
	10	Well versed on policies.
	12	I would like to know before Press. This area could use improvement.
	13	Without a doubt-verified by 11 meetings w/public.
	15	Crusader for making HC best in South.
	16	Always Available.
	19	Stays in the public's eye.
	21	Based on yrs. service of some employees this is very true.
	26	Holds weekly meetings w/Cabinet.
	27	Vision made very clear over last few months.
	41	As shown by community meetings held this year.
	42	Superior standard!
	49	Well-spoken and effective.
	50	If '10' were on the scale, he'd earn it.
8		No comments.
9		No comments.