

Hamilton County School Board
Performance Evaluation of Superintendent of Schools
June 30, 2018

- 1 = Significantly below expectations
- 2 = Area of focus
- 3 = At expectations
- 4 = Area of strength
- 5 = Significantly above expectations

Strategic Planning	Joe Galloway	Steve Highlander	Karitsa Mosley- Jones	Kathy Lennon	Tiffanie Robinson	Joe Smith	David Testerman	Rhonda Thurman	Joe Wingate
Develop a strategic plan in collaboration with the school board that addresses key performance indicators for the next 5 years.	5	3	5	5	5	3	2	3	4
Initiate an external audit of all facilities, identifying plans for capital needs.	3	2	4	4	3	2	2	2	3
Begin developing a comprehensive building plan that addresses capital needs (growth and deferred maintenance), targeting the next 7-10 years.	4	3	5	5	2	3	2	3	5
Student Achievement									
Identify and implement necessary organizational changes that support student achievement.	4	3	4	5	5	4	2	2	5
Implement supports for areas identified with student academic performance.	4	4	4	4	5	4	2	2	4

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Staff and Personnel Relationships									
Develops an aggressive recruiting plan to attract and retain talented educators to support schools and district work.	4	4	4	5	4	3	3	1	4
Develop long-term recruitment strategy to increase availability of qualified teachers.	4	3	3	4	4	3	2	1	5
Develop comprehensive behavior management training for all new teachers.	4	3	3	3	3	3	3	1	4
Implement induction program for all new teachers and develop plans for providing new teachers with mentoring support.	4	5	3	5	4	4	2	2	5
School Leadership									
Identify/Implement leadership development for school and district leaders.	5	3	4	5	3	3	3	2	5
Post-Secondary Opportunities									
Develop a plan to increase career and technical education offerings for students.	5	5	4	5	5	4	4	3	5
Engage business and industry to increase student opportunities for exposure to post-secondary.	4	4	4	4	5	5	3	3	5
Business and Finance									
Strengthen relationship with funding body and county mayor.	5	3	4	5	4	4	3	2	4
Engage funding body in planning for long-term capital and operational needs.	4	3	4	3	3	3	3	2	4

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Board Relationship									
Keeps board members informed on issues, needs, and operation of the school system.	5	5	4	4	5	4	5	3	5
Offers professional advice to the board on items requiring board action, with appropriate recommendations based on thorough study and analysis.	5	3	4	5	3	3	3	3	5
Keeps board informed of employment, promotion, demotion, transfer, and dismissal of personnel.	5	4	4	4	5	4	3	1	4
Follows through on initiatives and strategies communicated to the Board of Education.	5	3	4	5	4	4	3	1	5

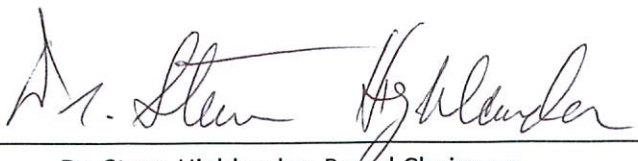
TOTAL SCORE	79	63	71	80	72	63	50	37	81
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AVERAGE	4.39	3.50	3.94	4.44	4.00	3.50	2.78	2.06	4.50
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Overall Average = 3.68

Signature: 
 Dr. Bryan Johnson

Date: 7/9/18

Signature: 
 Dr. Steve Highlander, Board Chairman

Date: 7/9/18