

Hamilton County School Board

Performance Evaluation of Superintendent of Schools

September 19, 2019

Rating Scale

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

Strategic Planning	Jenny Hill	Steve Highlander	Karitsa Jones	Kathy Lennon	Tucker McClendon	Tiffany Robinson	Joe Smith	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	4	5	5	5	5	5	5	5
Initiate and conduct an external audit of all facilities, identifying plans for capital needs.	5	3	5	5	4	5	4	1	5
Develop a comprehensive building plan that addresses capital needs (growth and deferred maintenance), targeting the next 7-10 years.	3	3	5	4	3	3	5	1	3

Student Achievement									
Identify and implement necessary organizational changes that support student achievement.	5	5	5	5	4	5	4	3	5
Implement supports for areas identified with student academic performance.	5	3	5	5	4	5	5	3	5
Identify and implement necessary organizational changes that support student subgroups achievement.	5	3	5	5	4	5	5	3	5

Staff and Personnel Relationships	JH	SH	KJ	KL	TM	TR	JS	RT	JW
Implement (formerly read: Develop) an aggressive recruiting plan to attract and retain talented educators to support schools and district work.	4	3	4	5	4	5	4	2	5
Implement (formerly read: Develop) long-term recruitment strategy to increase availability of qualified teachers.	4	3	4	5	4	5	4	4	5
Develop comprehensive behavior management training for all teachers.	4	2	4	3	3	3	4	4	3
Refine (formerly read: Implement) induction program for all new teachers and develop plans for providing new teachers with mentoring support.	5	5	5	5	5	5	5	4	5

School Leadership									
Continue implementing (formerly read: Identify/Implement) leadership development for school and district leaders.	5	2	4	4	3	5	5	3	5

Post-Secondary Opportunities									
Increase (formerly read: Develop a plan) career and technical education offerings for students.	5	5	4	5	4	5	5	4	5
Increase engagement (formerly read: Engage) with business and industry to increase student opportunities for exposure to post-secondary.	5	5	5	5	5	5	5	4	5

Business and Finance									
Strengthen relationship with funding body and county mayor.	4	3	4	4	5	4	5	2	4
Engage funding body in planning for long-term capital and operational needs.	3	3	4	3	3	4	4	3	4

Board Relationship	JH	SH	KJ	KL	TM	TR	JS	RT	JW
Keeps board members informed on issues, needs, and operation of the school system.	4	3	5	5	4	5	5	4	5
Offers professional advice to the board on items requiring board action, with appropriate recommendations based on thorough study and analysis.	4	4	5	5	3	5	5	3	5
Keeps board informed of employment, promotion, demotion, transfer, and dismissal of personnel.	4	2	5	4	4	5	5	4	5
Follows through on initiatives and strategies communicated to the Board of Education.	4	4	5	5	4	5	5	3	5

TOTAL SCORE	83	65	88	87	75	89	89	60	89
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AVERAGE	4.37	3.42	4.63	4.58	3.95	4.68	4.68	3.16	4.68
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Overall Average	4.24
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Signature: _____
 Dr. Bryan Johnson, Superintendent

Date: _____

Signature: _____
 Joe Wingate, Board Chairman

Date: _____