

Hamilton County School Board

Performance Evaluation of Superintendent of Schools

The Hamilton County Board of Education, in discussion and conjunction with the Superintendent, developed and established the following district performance goals for the 2017-2018 school year.

Rating Scale

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

| Strategic Planning | Score | Comments |
|--|-------|----------|
| 1. Develop a strategic plan in collaboration with the school board that addresses key performance indicators for the next 5 years. | | |
| 2. Initiate an external audit of all facilities, identifying plans for capital needs. | | |
| 3. Begin developing a comprehensive building plan that addresses capital needs (growth and deferred maintenance), targeting the next 7-10 years. | | |

| Student Achievement | Score | Comments |
|--|-------|----------|
| 1. Identify and implement necessary organizational changes that support student achievement. | | |
| 2. Implement supports for areas identified with student academic performance. | | |

| Staff and Personnel Relationships | Score | Comments |
|--|-------|----------|
| 1. Develops an aggressive recruiting plan to attract and retain talented educators to support schools and district work. | | |
| 2. Develop long-term recruitment strategy to increase availability of qualified teachers. | | |
| 3. Develop comprehensive behavior management training for all new teachers. | | |
| 4. Implement induction program for all new teachers and develop plans for providing new teachers with mentoring support. | | |

| School Leadership | Score | Comments |
|---|-------|----------|
| 1. Identify/Implement leadership development for school and district leaders. | | |

| Post-Secondary Opportunities | Score | Comments |
|---|-------|----------|
| 1. Develop a plan to increase career and technical education offerings for students. | | |
| 2. Engage business and industry to increase student opportunities for exposure to post-secondary. | | |

| Business and Finance | Score | Comments |
|---|-------|----------|
| 1. Strengthen relationship with funding body and county mayor. | | |
| 2. Engage funding body in planning for long-term capital and operational needs. | | |

| Board Relationship | Score | Comments |
|--|-------|----------|
| 1. Keeps board members informed on issues, needs, and operation of the school system. | | |
| 2. Offers professional advice to the board on items requiring board action, with appropriate recommendations based on thorough study and analysis. | | |

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| 3. Keeps board informed of employment, promotion, demotion, transfer, and dismissal of personnel. | | |
| 4. Follows through on initiatives and strategies communicated to the Board of Education. | | |