

**A New Direction in Real Estate**

2158 West Main Street
Dothan, Alabama 36301

www.TomWestCompany.com
contactus@tomwestcompany.com

Fax Cover Sheet

Date:	11/21/17
To:	Superintendent Evaluation
Company:	
Fax:	334 - 260 - 9396
From:	
Company:	Tom West Company
Phone:	334-794-0328 or 800-354-7680
Fax:	334-677-6113
Pages:	(Including Cover Page)
Comments:	

Should any problems occur during the transmission process, please call.
Thanks.

I have concerns about the timing of the evaluation and the July 25 meeting.

1. Who made the decision that the deadline would be this Friday? Are we not operating as a board any more? I did not have a vote on the timing of the evaluation. We aren't going by our own rules.
2. Why must the completed forms be sent to the law firm before the meeting? This does not allow us the benefit of legal counsel BEFORE we complete our forms. We need access to counsel before, not after, we have completed our evaluations.
3. I find the rush to complete the evaluation a little strange. Since the board voted last year that we must complete Mr. Sentance's evaluation no later than Dec.31, 2017, I believe a more appropriate time for his evaluation would be in December in order to give him a reasonable opportunity to accomplish the goals he and the board agreed on in the contract.
4. Given the number of issues that Mr. Sentance has had to resolve that were created by the previous superintendent(s) and about which we were unaware at the time the contract was signed, it seems unfair and imprudent that we keep with the timeline outlined by the vice-chair. To put it in everyday school terms, it's sort of like forcing students to take a final exam before the teacher covers all the material that will be tested.
5. We have been told "an email chain is not the proper venue to discuss such matters." I agree; however, this timeline denies us any proper venue. I recommended we postpone our evaluations until an agreed upon later date.
6. I filled out the evaluation under duress. Considering the short time Mr Sentance has been here, the mess he inherited, and the findings from the feds he has had to address, there is no way he could provide us with a sufficient report on all the items we have been given to fill out on the evaluation. This is absurd. I have had surgery and had even less time than others. I protest this process which has been unfair and rammed down our throats. We have NEVER done an evaluation like this and I never would have agreed on the template had I known what I know now.

Betty Peters



WORKING DRAFT~~October 12, 2016~~~~November 9, 2016~~

December 8, 2016- ADOPTED

STATE SUPERINTENDENT OF EDUCATION EVALUATION

Please indicate your rating on a scale of 1 to 3:

CRITERIA	SCORE	COMMENTS
	1= Needs Improvement 2= Proficient 3= Exceptional	
PERFORMANCE RESPONSIBILITIES:		
I. STATE SUPERINTENDENT OF EDUCATION		
A. Implements policies of the State Board of Education.	1 2 3	*
B. Reports on a monthly basis to the State Board of Education members on the status of: <ul style="list-style-type: none"> - programs; - major personnel decisions and/or negotiated salary; - operations, including fiscal/budgetary matters, audits and investigations. 	3	*
C. Informs the Board about State and Federal laws and regulations, as well as current trends and developments in education.	3	*

<p>I. Keeps the Board fully informed of major personnel decisions or negotiated salaries. Notifies the Board of audits or investigations regarding finance. Provides year-end report of expenditures by section showing amounts spent and amounts left.</p>	3	*
IV. COMMUNITY RELATIONS		
A. Develops and implements a state-wide plan for community relations.	3	*
B. Utilizes state/local media in community relations.	3	*
C. Models positive community involvement.	3	*
D. Recruits, hires, and retains personnel who have the potential to meet the needs of all.	3	*
V. COMMUNICATION AND INTERPERSONAL RELATIONS		
A. Speaks clearly, correctly, and coherently.	3	*
B. Writes clearly, correctly, and coherently.	3	*
C. Establishes effective communication processes with stakeholders, using modes of communication including blogs, vlogs, and education-related articles on the Departmental website.	3	*
D. Establishes effective interpersonal relations.	3	*

E. Provides timely, effective, and appropriate communication with local school superintendents.	3	*
F. Ensures that website is updated, user-friendly and easy to navigate.	3	*
G. Establishes a liaison for public contact who is clearly listed on the Department's website.	3	*
VI. PROFESSIONAL DEVELOPMENT, LEADERSHIP, AND RESPONSIBILITIES		
A. Improves professional knowledge and skills.	3	*
B. Implements federal, state, and local laws (if applicable), policies, and procedures.	3	*
C. Selects appropriate channels for communication/resolving concerns and problems.	3	*
D. Performs duties in an effective manner.	3	*
E. Provides data to the State Board of Education and other agencies as requested.	3	*
F. Performs duties in accordance with established job description.	3	*

Signature Board Member



Date:

7-21-17

Signature Superintendent:

Date:

D. Informs Board members when the State Superintendent of Education will be in their respective school districts;	3	Weekly schedule provided
E. Informs Board members of significant events in their respective school systems.	3	X
F. Performs duties as State Superintendent of Education as prescribed by law.	3	X
G. Informs Board members of significant events in the State.	3	X
II. EDUCATIONAL LEADERSHIP OF SCHOOLS		
A. Provides for supervision, evaluation, and professional growth of State Department of Education personnel.	3	X
B. Supervises the planning, implementation, and evaluation of curriculum and instruction.	3	X
C. Communicates timely and effectively vision/mission to staff, local superintendents, administrators, teachers, students, parents/guardians and other stakeholders.	3	X
D. Establishes goals for improving student achievement in all assessments: <ul style="list-style-type: none"> - Works to consistently reduce the number of and to eventually eliminate "failing schools"; - Takes leadership role in improving education by reducing remediation and improving Math, Reading, and Science proficiencies; - Works to improve the percentage of students that are proficient in Reading and Math on the ACT Aspire or other future-determined assessment;	3	X

- Improves the percentage of students benchmarking on all four subtests of the ACT.	3	*
III. FINANCIAL MANAGEMENT		
A. Provides a comprehensive review of the Department's finances to include individual section budgets and number of personnel.	3	*
B. Seeks sufficient funding for the school system as needed.	3	*
C. Prepares an annual budget that reflects the priorities of the State Board of Education.	3	*
D. Ensures that expenditures are within limits approved by the State Board.	3	*
E. Ensures compliance with federal and state laws, as well as policies.	3	*
F. Implements procedures for procurement and fixed assets control of equipment and supplies.	3	*
G. Maintains a current fixed assets inventory.	3	*
H. Provides a plan to improve efficiencies of the Department, and updates the State Board of Education accordingly via a report made on a quarterly basis.	3	*