

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 <u>2</u> 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.	2	
C. Informs the Board about State and Federal laws and regulations, as well as current trends and developments in education.	2	

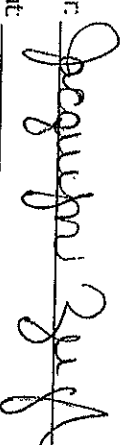
D. Informs Board members when the State Superintendent of Education will be in their respective school districts;	3	
E. Informs Board members of significant events in their respective school systems.	2	
F. Performs duties as State Superintendent of Education as prescribed by law.	2	
G. Informs Board members of significant events in the State.	1	
II. EDUCATIONAL LEADERSHIP OF SCHOOLS		
A. Provides for supervision, evaluation, and professional growth of State Department of Education personnel.	1	
B. Supervises the planning, implementation, and evaluation of curriculum and instruction.	2	
C. Communicates timely and effectively vision/mission to staff, local superintendents, administrators, teachers, students, parents/guardians and other stakeholders.	1	
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; 	2	

- Improves the percentage of students benchmarking on all four subtests of the ACT.	/	
III. FINANCIAL MANAGEMENT		
A. Provides a comprehensive review of the Department's finances to include individual section budgets and number of personnel.	2	
B. Seeks sufficient funding for the school system as needed.	1	
C. Prepares an annual budget that reflects the priorities of the State Board of Education.	2	
D. Ensures that expenditures are within limits approved by the State Board.	1	
E. Ensures compliance with federal and state laws, as well as policies.	2	
F. Implements procedures for procurement and fixed assets control of equipment and supplies.	/	
G. Maintains a current fixed assets inventory.	/	
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	

> Have no knowledge;
won't score

<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>	2	
<p>IV. COMMUNITY RELATIONS</p>		
<p>A. Develops and implements a state-wide plan for community relations.</p>	1	
<p>B. Utilizes state/local media in community relations.</p>	1	
<p>C. Models positive community involvement.</p>	1	
<p>D. Recruits, hires, and retains personnel who have the potential to meet the needs of all.</p>	2	
<p>V. COMMUNICATION AND INTERPERSONAL RELATIONS</p>		
<p>A. Speaks clearly, correctly, and coherently.</p>	3	
<p>B. Writes clearly, correctly, and coherently.</p>	3	
<p>C. Establishes effective communication processes with stakeholders, using modes of communication including blogs, vlogs, and education-related articles on the Departmental website.</p>	1	
<p>D. Establishes effective interpersonal relations.</p>	1	

E. Provides timely, effective, and appropriate communication with local school superintendents.	1	
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.	2	
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.	1	
D. Performs duties in an effective manner.	1	
E. Provides data to the State Board of Education and other agencies as requested.	2	
F. Performs duties in accordance with established job description.	2	

Signature Board Member:  Date: 7/21/17

Signature Superintendent: _____ Date: _____