

WORKING DRAFT

October 12, 2016
November 9, 2016
December 8, 2016 - ADOPTED

Stephanie W. Bell
Submitted 7/21/2017

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	<i>does not inform</i>
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.	1	<i>poor communication</i>
C. Informs the Board about State and Federal laws and regulations, as well as current trends and developments in education.	1	<i>poor communication</i>

Stephanie Beel
7/21/2017

D. Informs Board members when the State Superintendent of Education will be in their respective school districts;	/	never
E. Informs Board members of significant events in their respective school systems.	/	never
F. Performs duties as State Superintendent of Education as prescribed by law.	/	
G. Informs Board members of significant events in the State.	/	never
II. EDUCATIONAL LEADERSHIP OF SCHOOLS		
A. Provides for supervision, evaluation, and professional growth of State Department of Education personnel.	/	numerous problems
B. Supervises the planning, implementation, and evaluation of curriculum and instruction.	/	no indication
C. Communicates timely and effectively vision/miission to staff, local superintendents, administrators, teachers, students, parents/guardians and other stakeholders.	/	poor
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; 	/	very limited

Stephanie Ed
7/20/2017

- Improves the percentage of students benchmarking on all four subtests of the ACT.	See	D.
III. FINANCIAL MANAGEMENT		
A. Provides a comprehensive review of the Department's finances to include individual section budgets and number of personnel.	/	Only if requested
B. Seeks sufficient funding for the school system as needed.	/	none requested
C. Prepares an annual budget that reflects the priorities of the State Board of Education.	/	others
D. Ensures that expenditures are within limits approved by the State Board.	/	many problems
E. Ensures compliance with federal and state laws, as well as policies.	/	various examples
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.	/	no report

Stephanie Bell
7/21/2017

1. 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.	/	<i>Multiple problems - suggests board</i>
IV. COMMUNITY RELATIONS		
A. Develops and implements a state-wide plan for community relations.	/	<i>None / no plan</i>
B. Utilizes state/local media in community relations.	/	
C. Models positive community involvement.	/	<i>no apparent involvement</i>
D. Recruits, hires, and retains personnel who have the potential to meet the needs of all.	/	<i>numerous problems</i>
V. COMMUNICATION AND INTERPERSONAL RELATIONS		
A. Speaks clearly, correctly, and coherently.	/	<i>poor communications</i>
B. Writes clearly, correctly, and coherently.	/	<i>poor communications</i>
C. Establishes effective communication processes with stakeholders, using modes of communication including blogs, vlogs, and education-related articles on the Departmental website.	/	
D. Establishes effective interpersonal relations.	/	

E. Provides timely, effective, and appropriate communication with local school superintendents.	/	being per/itted
F. Ensures that website is updated, user-friendly and easy to navigate.	/	needs updating
G. Establishes a liaison for public contact who is clearly listed on the Department's website.	/	
VI. PROFESSIONAL DEVELOPMENT, LEADERSHIP, AND RESPONSIBILITIES		
A. Improves professional knowledge and skills.	/	no evidence
B. Implements federal, state, and local laws (if applicable), policies, and procedures.	/	problems
C. Selects appropriate channels for communication/resolving concerns and problems.	/	very poor
D. Performs duties in an effective manner.	/	
E. Provides data to the State Board of Education and other agencies as requested.	/	
F. Performs duties in accordance with established job description.	/	

Signature Board Member: *Stephen W. Bell* Date: 7/21/2017

Signature Superintendent: _____ Date: _____