

WORKING DRAFT

~~October 12, 2016~~  
~~November 9, 2016~~  
 December 8, 2016

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	
<b>PERFORMANCE RESPONSIBILITIES:</b>		
<b>I. STATE SUPERINTENDENT OF EDUCATION</b>		
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"> <li>- programs;</li> <li>- major personnel decisions and/or negotiated salary;</li> <li>- operations, including fiscal/budgetary matters, audits and investigations.</li> </ul>	1	
C. Informs the Board about State and Federal laws and regulations, as well as current trends and developments in education.	1	

D. Informs Board members when the State Superintendent of Education will be in their respective school districts;	2	
E. Informs Board members of significant events in their respective school systems.	1	
F. Performs duties as State Superintendent of Education as prescribed by law.	1	
G. Informs Board members of significant events in the State.	2	
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.	1	
C. Communicates timely and effectively vision/mision 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"> <li>- Works to consistently reduce the number of and to eventually eliminate "failing schools",</li> <li>- Takes leadership role in improving education by reducing remediation and ; improving Math, Reading, and Science proficiencies;</li> <li>- Works to improve the percentage of students that are proficient in Reading and Math on the ACT Aspire or other future-determined assessment;</li> </ul>	1	

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.	7	
B. Seeks sufficient funding for the school system as needed.	7	
C. Prepares an annual budget that reflects the priorities of the State Board of Education.		
D. Ensures that expenditures are within limits approved by the State Board.	7	
E. Ensures compliance with federal and state laws, as well as policies.		
F. Implements procedures for procurement and fixed assets control of equipment and supplies.	7	
G. Maintains a current fixed assets inventory.	7	
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.	7	

<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>	7	
IV. COMMUNITY RELATIONS		
A. Develops and implements a state-wide plan for community relations.	7	
B. Utilizes state/local media in community relations.	7	
C. Models positive community involvement	7	
D. Recruits, hires, and retains personnel who have the potential to meet the needs of all.	7	
V. COMMUNICATION AND INTERPERSONAL RELATIONS		
A. Speaks clearly, correctly, and coherently.	7	
B. Writes clearly, correctly, and coherently.	7	
C. Establishes effective communication processes with stakeholders, using modes of communication including blogs, vlogs, and education-related articles on the Departmental website.	7	
D. Establishes effective interpersonal relations.	7	

E. Provides timely, effective, and appropriate communication with local school superintendents.	2	
F. Ensures that website is updated, user-friendly and easy to navigate.	2	
G. Establishes a liaison for public contact who is clearly listed on the Department's website.	1	
VI. PROFESSIONAL DEVELOPMENT, LEADERSHIP, AND RESPONSIBILITIES		
A. Improves professional knowledge and skills.	2	
B. Implements federal, state, and local laws (if applicable), policies, and procedures.	2	
C. Selects appropriate channels for communication/resolving concerns and problems.	2	
D. Performs duties in an effective manner.	2	
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:

*Walter M. Kiehl*

Date:

7/20/17

Signature Superintendent:

Date: