

2019- SUPERINTENDENT ANNUAL EVALUATION SUMMARY

This is the composite Summary Evaluation by the board of education of the ratings for the dimensions and tasks from the Superintendent Evaluation Instrument.

	<i>Consensus Rating for Dimension</i>		Satisfactory/Needs Improvement for Tasks as Determined by Majority Vote
Task 1: PERFORMS AS EDUCATIONAL LEADER OF THE SCHOOLS			
Dimesnsions			
1.1 Supervises and evaluates assistants.	1.1 <u>4.0</u>	TASK 1:	4.07
1.2 Oversees planning and evaluation of curriculm and instruction.	1.2 <u>4.0</u>		
1.3 Collaborates with the Board in the preparation of long and short term operational and instnctional goals utilizing technology.	1.3 <u>4.2</u>		
1.4 Communicates board beliefs/vision/mission to school personnel.	1.4 <u>4.2</u>		
1.5 Participates in professional activities to enhance knowledge and skills.	1.5 <u>4.0</u>		
1.6 Utilizes appropriate technology in the execution of his/her duties for maximum efficiency and effectiveness.	1.6 <u>4.0</u>		
Task 2: SERVES AS CHIEF EXECUTIVE OFFICER OF THE SCHOOL BOARD			
2.1 Implements and explains policies of the school board.	2.1 <u>4.0</u>	TASK 2:	4.07
2.2 Reports to the school board about the status of programs.	2.2 <u>4.0</u>		
2.3 Recommends actions and alternatives to the board.	2.3 <u>4.4</u>		
2.4 Acts as liaison between the school board and school personnel.	2.4 <u>4.2</u>		
2.5 Informs the board about rules and regulations of the Georgia Board of Education and state and federal laws.	2.5 <u>3.8</u>		
2.6 Informs the board about current trends and developments in education.	2.6 <u>4.0</u>		
Task 3: OVERSEES STAFF PERSONNEL MANAGEMENT			
3.1 Ensures administration of personnel policies and programs.	3.1 <u>4.0</u>	TASK 3:	3.87
3.2 Maintains up-to-date job descriptions for all personnel.	3.2 <u>3.4</u>		
3.3 Has a recruitment plan and organizes recruitment of personnel.	3.3 <u>3.8</u>		
3.4 Recommends the assingment of personnel to schools and offices.	3.4 <u>4.2</u>		
3.5 Plans and implements personnel evaluation system that identifies the strengths and weaknesses of employees in the system.	3.5 <u>3.6</u>		
3.6 Collaboratively coordinates the staff development program to address the needs of employees in the district.	3.6 <u>4.2</u>		

Task 4: OVERSEES OPERATIONAL SERVICES

- 4.1 Prepares long-range and short-range plans for facilities and sites.
- 4.2 Maintains and implements policies for the use of school property.
- 4.3 Ensures the maintenance of school property.
- 4.4 Monitors any construction, renovation, or demolition of school properties.
- 4.5 Oversees and implements policies for safe school facilities.
- 4.6 Maintains an inventory of schools, building, and grounds.
- 4.7 Monitors the pupil transportation system.
- 4.8 Monitors the food service program.
- 4.9 Develops and monitors the school safety plan.
- 4.10 Supervises student support services.

4.1	4.4	TASK 4:	4.16
4.2	4.0		
4.3	4.2		
4.4	4.2		
4.5	4.4		
4.6	4.2		
4.7	4.0		
4.8	4.0		
4.9	4.4		
4.10	3.8		

Task 5: OVERSEES FINANCIAL MANAGEMENT

- 5.1 Reports to the school board on the financial condition of the school system.
- 5.2 Implements a comprehensive budget preparation process that includes input from various stakeholders.
- 5.3 Ensures that expenditures are within limits approved by the school board.
- 5.4 Monitors compliance with policies and laws.

5.1	4.4	TASK 5:	4.10
5.2	3.8		
5.3	4.2		
5.4	4.0		

Task 6: DIRECTS COMMUNITY RELATIONS ACTIVITIES

- 6.1 Involves the community in planning and problem solving for the schools.
- 6.2 Articulates educational programs and needs to the community.
- 6.3 Establishes and maintains proper relationships with the news media.
- 6.4 Participates in community activities.

6.1	3.4	TASK 6:	4.00
6.2	4.0		
6.3	4.4		
6.4	4.2		

STENGTHS AND IMPROVEMENTS

Strengths

Area(s) for Improvement

This evaluation has been given in writing to the superintendent and has been discussed in esecutive session by the board/board chair and the superintendent on August 12, 2019. Based on this evaluation instrument the superintendent has received an overall rating of:

Please circle one:

Satisfactory

Unsatisfactory

Board Chair Signature

Superintendent Signature

Date: _____

Date: _____

2019 - Balanced Scorecard Summary

Goal	Consensus Rating for Dimension	Satisfactory/Needs Improvement for Tasks as Determined by Majority Vote
Character Goals		
<p>Character Goal 1: 100% of HCSD students will complete service learning projects/hours as listed below with baseline data collected during the 2018-19 school year.</p> <p>Suggested annual student service learning project/hour goals by grade level:</p> <ul style="list-style-type: none"> • K - 3rd = 2 projects per year • 4th – 5th = 3 projects per year • 6th – 8th = 3 projects per year <ul style="list-style-type: none"> o 2 - Tier 1 Projects (1-60 minutes) o 1 - Tier 2 Project (60+ minutes) • 9th – 10th = 20 hours per year • 11th – 12th = 40 hours per year 	2.80	3.60
Character Goal 2: 100% of HCSD middle and high school coaches will participate in sportsmanship training each year.	4.00	
Character Goal 3: 100% of HCSD schools will offer opportunities for students to participate in character education.	4.00	
Character Goal 4: 100% of Hall County Schools will have an identified School Wellness Champion and a School Wellness Committee that meets four times per year.	3.60	

2019 - Balanced Scorecard Summary

Goal	<i>Consensus Rating for Dimension</i>	Satisfactory/Needs Improvement for Tasks as Determined by Majority Vote
Competency Goals		
Competency Goal 1: 70% of schools will meet their state CCRPI target.	3.60	3.31
Competency Goal 2: By the end of third grade, 90% of HCSD students will be able to read on grade-level.	2.60	
Competency Goal 3: By the end of fifth grade, 90% of HCSD students will master 90% of their basic fluency facts (addition, subtraction, multiplication, and division) with automaticity from long-term memory.	2.20	
Competency Goal 4: By the end of fifth grade, 90% of HCSD students will be able to write an organized opinion piece in which they state their opinion and provide reasons supported by relevant facts.	2.20	
Competency Goal 5: By the end of eighth grade, 90% of HCSD students will master 90% of basic calculations involving addition, subtraction, multiplication, and division of rational numbers represented as fractions, decimals, and/or percentages.	2.20	
Competency Goal 6: By the end of eighth grade, 90% of HCSD students will be able to write an extended constructed response to text at or above a proficient level.	2.40	
Competency Goal 7: Increase HCSD graduation rate to 90%.	4.00	
Competency Goal 8: Increase the number of HCSD students completing CTAE career pathways, earning industry certifications, or completing technical college certificates.	4.40	
Competency Goal 9: 90% of graduates will have participated in soft skills training while enrolled in high school courses.	4.00	
Competency Goal 10: Hire and retain professionally qualified personnel.	4.00	
Competency Goal 11: The HCSD will ensure that the district practices sound financial processes and remains economically stable.	4.60	
Competency Goal 12: 100% of BLaST Leaders will facilitate regular meetings with school BLaST team members to develop and engage teachers in professional learning focused on blended learning strategies that support school instructional goals.	3.50	

2019 - Balanced Scorecard Summary

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Rigor Goals		
Rigor Goal 1: Increase percentage of HCSD middle school students who earn Carnegie units; 90% of students earn one unit and 70% of students earn two or more units.	2.80	3.89
Rigor Goal 2: Develop a variety of Career/College pathways responsive to student and community workforce needs.	4.20	
Rigor Goal 3: 65% of high school students will earn one or more credits in a Level 2 or Level 3 course.	4.20	
Rigor Goal 4: Continue to improve innovative school and program choices for HCSD families and students.	3.25	
Rigor Goal 5: Increase the number of Gifted Endorsed teachers by 1% each year.	4.20	
Rigor Goal 6: Increase the number of HCSD high school students who graduate with a Georgia or Hall County Biliteracy (formerly Billangual) Seal on their diploma by 15% each year.	4.40	
Rigor Goal 7: Increase the number of ESOL Endorsed teachers by 1% each year.	4.20	
Rigor Goal 8: Each EL Subgroup (elementary, middle, high) will meet or exceed the annual state improvement targets on the Georgia Milestones Assessment in ELA, Math, Science, and Social Studies.	2.80	
Rigor Goal 9: Increase the number of high school students who earn the Fine Arts Diploma Seal.	4.80	
Rigor Goal 10: Increase the number of high school graduates who earn a Career Ready Diploma Seal: Employability/Soft Skills Seal, Pathway Skills Seal, and Leadership Skills Seal.	4.00	