

## 2021 - 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
<b>Task 1: PERFORMS AS EDUCATIONAL LEADER OF THE SCHOOLS</b>			
Dimensions			
1.1 Supervises and evaluates assistants.	1.1 <u>4.8</u>		
1.2 Oversees planning and evaluation of curriculum and instruction.	1.2 <u>4.4</u>		
1.3 Collaborates with the Board in the preparation of long and short term operational and instructional goals utilizing technology.	1.3 <u>4.6</u>	TASK 1:	4.57
1.4 Communicates board beliefs/vision/mission to school personnel.	1.4 <u>5.0</u>		
1.5 Participates in professional activities to enhance knowledge and skills.	1.5 <u>4.2</u>		
1.6 Utilizes appropriate technology in the execution of his/her duties for maximum efficiency and effectiveness.	1.6 <u>4.4</u>		
	<u>          </u>		
<b>Task 2: SERVES AS CHIEF EXECUTIVE OFFICER OF THE SCHOOL BOARD</b>			
2.1 Implements and explains policies of the school board.	2.1 <u>4.8</u>		
2.2 Reports to the school board about the status of programs.	2.2 <u>4.6</u>		
2.3 Recommends actions and alternatives to the board.	2.3 <u>4.8</u>	TASK 2:	4.63
2.4 Acts as liaison between the school board and school personnel.	2.4 <u>5.0</u>		
2.5 Informs the board about rules and regulations of the Georgia Board of Education and state and federal laws.	2.5 <u>4.2</u>		
2.6 Informs the board about current trends and developments in education.	2.6 <u>4.4</u>		
	<u>          </u>		
<b>Task 3: OVERSEES STAFF PERSONNEL MANAGEMENT</b>			
3.1 Ensures administration of personnel policies and programs.	3.1 <u>4.8</u>		
3.2 Maintains up-to-date job descriptions for all personnel.	3.2 <u>4.0</u>		
3.3 Has a recruitment plan and organizes recruitment of personnel.	3.3 <u>4.6</u>	TASK 3:	4.63
3.4 Recommends the assingment of personnel to schools and offices.	3.4 <u>4.6</u>		
3.5 Plans and implements personnel evaluation system that identifies the strengths and weaknesses of employees in the system.	3.5 <u>4.8</u>		
3.6 Collaboratively coordinates the staff development program to address the needs of employees in the district.	3.6 <u>5.0</u>		
	<u>          </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 mainenance of school property.
- 4.4 Monitors any construction, renovatio, 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	<u>4.8</u>
4.2	<u>4.8</u>
4.3	<u>4.6</u>
4.4	<u>4.6</u>
4.5	<u>4.6</u>
4.6	<u>4.4</u>
4.7	<u>4.4</u>
4.8	<u>4.4</u>
4.9	<u>5.0</u>
4.10	<u>4.6</u>

TASK 4: 4.62

**Task 5: OVERSEES FINANCIAL MANGEMENT**

- 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	<u>5.0</u>
5.2	<u>5.0</u>
5.3	<u>5.0</u>
5.4	<u>4.8</u>

TASK 5: 4.95

**Task 6: DIRECTS COMMUNITY RELATIONS ACTIVITIES**

- 6.1 Involves the community in planning and problem solving for the schools.
- 6.2 Articulates eductional 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	<u>4.2</u>
6.2	<u>4.6</u>
6.3	<u>4.8</u>
6.4	<u>4.8</u>

TASK 6: 4.60

## **2020-2021 Strengths and Improvements**

Using the Official Georgia Superintendent Evaluation Instrument for the 2020-2021 school year, Hall County Board of Education members submitted individual evaluations for Will Schofield, Hall County School District Superintendent. Evaluation results serve as evidence that Superintendent Schofield effectively navigated and successfully led the school district during a year challenged by the Covid-19 pandemic.

**Task 1: Performs as Education Leader of the School System**

**Dimensions 1.1-1.6**

Board members scored dimensions 1.1-1.6 at an average that ranged from 4.2-5.0 with a consensus rating of 4.57 out of a possible 5.0.

**Task 2: Serves as Chief Executive Officer of the School Board**

Board members scored dimensions 2.1-2.6 at an average that ranged from 4.2-5.0 with a consensus rating of 4.63 out of a possible 5.0.

**Task 3: Oversees Staff Personnel Management**

Board members scored dimensions 3.1-3.6 at an average that ranged from 4.0-5.0 with a consensus rating of 4.63 out of a possible 5.0.

#### Task 4: Oversees Operational Services

Board members scored dimensions 4.1-4.10 at an average that ranged from 4.4-5.0 with a consensus rating of 4.62 out of a possible 5.0.

#### Task 5: Oversees Financial Management

Board members scored dimensions 5.1-5.4 at an average that ranged from 4.8-5.0 with a consensus rating of 4.95 out of a possible 5.0.

#### Task 6: Directs Community Relations Activities

Board members scored dimensions 6.1-6.4 at an average that ranged from 4.2-4.8 with a consensus rating of 4.6 out of a possible 5.0.

The following positive comments and Improvements/Recommendations were received from individual board members.

#### **Positive Comments and Notes**

Task 1 (1.2) The Literacy Initiative is a great example of instructional leadership.

Task 3 (3.4) Shares with *HR Director*.

Task 3 (3.6) Superintendent has taken a leading role in the state when it comes to Mental Health and Trauma Awareness by implementing training for each HCSD staff member.

Task 6 (6.1) Superintendent has led with class, character, and competence during the pandemic. Superintendent has inspired the confidence of staff, students, community, and board by communicating openly, honestly, and frequently with stakeholders during a very unusual and unpredictable time.

**There were no Improvement/Recommendation comments submitted by individual board members.**

This evaluation has been given in writing to the superintendent and has been discussed in executive session by the board/board chair and the superintendent on August 9, 2021. Based on this evaluation instrument the superintendent has received an overall rating of:

Please circle one: Satisfactory Unsatisfactory



Board Chair Signature

Date: 8/9/2021



Superintendent Signature

Date: 8/9/2021