

Superintendent's Evaluation North Boone CUSD #200

The North Boone Board of Education is committed to providing regular feedback to recognize the accomplishments of the Superintendent and promoting professional development.

The Performance Expectations and Descriptors are drawn from the Superintendent's job description and represent the major areas of responsibility. Please assess the Superintendent's performance by scoring each item using the following scale:

- 3 = Performance above expectations
- 2 = Performance meets expectations
- 1 = A performance concern exists (Please provide a comment/suggestion to guide improvement.)

Superintendent Performance and Academic Goals

Strategic Planning Focus – Staffing

Goal – Significantly increase and enhance staff retention.

Actions	Measurement	Start Date	Report date	Update	1	2	3
The North Boone School District will reduce staff turnover for Certified and Support Staff	School Report Card	Fall 2016	Fall 2018	NB Retention Rate = 73% 2016 NB Retention Rate = 76% 2018 Goal = 81% State Avg = 85% Concept: add 5% per year			

Strategic Planning Focus – Curriculum

Goal – 100% of students will be engaged in and successfully complete a PreK-12 standards aligned curriculum.

Actions	Measurement	Start Date	Report date	Update	1	2	3
The North Boone School District will align the initial curriculum cycle PreK-12.	Curriculum Maps	Spring 2017	Ongoing	Complete ELA, Math and Science by 2020			

Academic Focus #1 – PARCC

Actions	Measurement	Start Date	Report date	Update	1	2	3
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The North Boone School District will increase PARCC scores by 2% in ELA and in Math at each grade level.	PARCC Data (% Students that Meet or Exceed Grade Level)	Fall 2017 Results	Fall Goal 2018	See Chart Below			
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Academic Focus #2 – MAPS

Actions	Measurement	Start Date	Report date	Update	1	2	3
The North Boone School District will increase MAPs scores by 3% in Reading and in Math at each grade level.	MAPs Data (% Students that are at or Exceed Grade Level)	Fall 2017	Fall 2018 (Spring to Spring Data)	See Chart Below			

Academic Focus #3 – SAT

Actions	Measurement	Start Date	Report date	Update	1	2	3
The North Boone School District will increase SAT scores by 2% in ELA and in Math at the High School.	SAT Data (% Students that Meet or Exceed Grade Level)	Fall 2017 Results ELA= 34.1% Math = 29.5%	Fall 2018 Goal ELA= 36.1% Math = 31.5%				

Academic Focus #4 – College Readiness

Actions	Measurement	Start Date	Report date	Update	1	2	3
The North Boone School District will increase College Readiness Scores by 3.5%. At the High School	School Report Card Data (% Students that are at Readiness Level)	Fall 2017 Results 46.5%	Fall 2018 Goal 50%				

Academic Focus #4 – Advanced Placement

Actions	Measurement	2017 Base line Data	2018 Goal	Update	1	2	3
The North Boone School District will improve the % of students passing AP Tests by 4 %.	State Report Card	36%	40%				

PARCC Benchmarks and Goals

Grade	PARCC ELA Benchmark	PARCC ELA Goal	PARCC Math Benchmark	PARCC Math Goal
2	NA	NA	NA	NA
3	29.5	31.5	38.5	40.5
4	39.7	41.7	33.1	35.1
5	31.5	33.5	15.4	17.4
6	27.6	29.6	21.6	23.6
7	28.0	30.0	16.0	18.0
8	22.9	24.9	15.3	17.3

MAPs Benchmarks and Goals

Grade	MAPs Reading Benchmark	MAPs Reading Goal	MAPs Math Benchmark	MAPs Math Goal
2	61	64	48	51
3	74	77	66	69
4	73	76	60	63
5	63	66	46	49
6	59	62	47	50
7	78	81	65	68
8	65	68	50	53

Performance Evaluation

Performance Expectation 1

Superintendent provides leadership in the areas of instruction, curriculum, professional development, and assessment to promote the District's vision and strategic goals.

Performance Expectation 1 Descriptors	1	2	3
Administers the development and maintenance of an educational program designed to meet the needs of the community.			
Recommends to the Board for its adoption all courses of study, curriculum guides, and major changes in textbooks and schedules to be used in the schools.			
Maintains knowledge of current "best practices" in the areas of instruction, curriculum, professional development, and assessment for the purposes of developing recommendations and direction action.			
Uses assessment data to guide the improvement of the District's educational program and services.			
Oversees District programs designed to improve the performance of all staff members, including teacher professional development and certification.			

Comments/Suggestions:

Performance Expectation 2

The Superintendent provides leadership in the area of finance and budgeting to align District resources to promote the District's vision and strategic goals.

Performance Expectation 2 Descriptors	1	2	3
Monitors the implementation of the negotiated agreement.			
Monitors the implementation of the budget.			
Directs the development of the annual budget for Board adoption.			
Develops long-term and short-term financial strategies and plans to maintain the financial health of the District and support its programs.			
Monitors the District's facilities and makes appropriate recommendations to the Board for their maintenance and improvement.			

Comments/Suggestions:

Performance Expectation 3

The Superintendent builds relationship with students, staff, parents, and community in support of the vision and strategic goals.

Performance Expectation 3 Descriptors	1	2	3
Represents the District at school and community events.			
Establishes a program of public relations to keep the community informed of the activities, needs, and successes of the schools.			
Establishes cooperative relationships with local governments, agencies, and community organizations.			
Effectively addresses concerns of stakeholders in a consistent and fair manner.			
Implements strategies to gather feedback and information from stakeholders to inform policy decisions and guide Board action.			

Comments/Suggestions:

Performance Expectation 4

The Superintendent implements Board policies in support of the District's vision and strategic goals.

Performance Expectation 4 Descriptors	1	2	3
Advises the Board on the need for new or revised policies.			
Monitors the implementation of Board policies.			
Develops appropriate administrative procedures to support the implementation of Board policies.			

Comments/Suggestions:

Performance Expectation 5

The Superintendent supports the work of the Board of Education in its efforts to realize the District's vision and strategic goals.

Performance Expectation 5 Descriptors	1	2	3
Prepares the Board thoroughly, allowing it to make good decisions.			
Communicates effectively with all Board members about District business in a timely, efficient manner.			
Supports the Board's work and decisions in word and in action.			
Effectively communicates the Board's work to parents and the community.			
Prepares and submits to the Board recommendations relative to all matters requiring Board action.			

Comments/Suggestions:

Performance Expectation 6

The Superintendent oversees the selection, hiring, supervision, and evaluation of all staff members to insure that all staff are working toward and supporting the District's vision and strategic goals.

Performance Expectation 6 Descriptors	1	2	3
Recommends for appointment or employment all employees of the Board and assigns, transfers, and recommends for dismissal all employees of the Board.			
Supervises the employment of all staff members.			
Monitors staff certification to insure that all teachers and aides meet highly qualified standards.			

Comments/Suggestions:

Performance Descriptor 7

The Superintendent oversees the general operation of the District, insuring alignment with the District's vision and strategic goals.

Performance Expectation 7 Descriptors	1	2	3
Represents the District's interests in all intergovernmental or cooperative agreements—CEANCI, BCSEC, ROE, etc.			
Monitors services provided to students and families—transportation, food services, etc. to assess and improve quality.			

Comments/Suggestions: