

Advanced Math and Science Academy Executive Director Evaluation for 2020-2021

September 2021

Purpose

One of the most important responsibilities of the AMSA Board of Trustees is to hire, manage, and support the Executive Director (ED), and this annual evaluation serves as an important tool in meeting that responsibility. The main purpose of this evaluation is to provide explicit feedback from the Board to the ED on her performance to help her recognize both strengths and areas for growth.

Methodology

An ED Evaluation Task Force was formed, comprising three Board members—Roger Jarrett (Board Chair), Raul Porras (Vice Chair) and Liz Saul (Education Committee Chair)—who followed the Board Policy A-104 for conducting the ED's evaluation. Ms. Linzey provided her Self Evaluation in Board on Track; the task force reviewed results of this year's Faculty and Family surveys conducted by Panorama Education, and the results of Board OnTrack's online, anonymous survey tool which allowed input from all Board members and all the ED's direct reports (which includes all Department Chairs). These inputs were examined and considered by the ED Evaluation Task Force as it drafted this evaluation.

Executive Summary

Overall, Ms. Linzey had an outstanding year as the Executive Director during what was a very tumultuous year. The 2020-2021 school year was wholly impacted by the Covid 19 Pandemic and Ms. Linzey was able to get the lessons learned during the final few months of the 2019-2020 school year at the beginning of the pandemic and led during an unprecedented year.

Ms. Linzey in conjunction with her leadership team were able to enhance and strengthen the Remote Learning process by ensuring that AMSA had everything it needed and were able to secure additional funding through government and private grants to enhance the offerings at AMSA.

Finally, during an otherwise challenging year, Ms. Linzey was able to continue her focus to negotiate and secure a deal to finally have a long-term facility for AMSA that is just beginning but will continue throughout the next several years which will consume a good deal of her focus.

Most Significant Accomplishments and Strengths Demonstrated This Year

Leadership during an unprecedented time was the most important attribute that Ms. Linzey demonstrated this past school year. She was able to provide leadership to the faculty and staff as well as the students and families as well as provide the flexibility needed during what was otherwise a very challenging year. In addition to leading through an extraordinary year, she was able to ensure the school continued to focus on the academics and ensure the emotional support that students and staff required were at the forefront of what was delivered throughout the school year.

Transparency in her leadership style is one of Ms. Linzey's most notable qualities, she works diligently to ensure that she shares as much information with the appropriate constituents as soon as possible within the process. As a result, she continues to be a very strong trusted advisor.

Ms. Linzey's ability to multi-task and prioritize the most significant issues during this past year was also one of her most significant accomplishments during this last year. She was able to identify and bring in the appropriate expertise to address what needs to get done and can also see when something is not working, and pivot as needed to ensure optimal results.

Finally, identifying the need to enhance the organizational structure and build that out and implement it demonstrates her ability to identify what needs to get done as well as implement the needed changes.

Key Areas of Development/Focus for Next Year

For the 2021-2022 school year in addition to longer term the focus will need to be on the Facility project. This will include a number of different areas of focus to include the oversight of the facility team as well as ensure a capital campaign is undertaken to ensure the success of the long-term facility project.

Ensuring the success of the new organizational structure during the 2021-2022 school year will be another area of focus for the upcoming year. It will be imperative to continuously monitor the implementation and progress of the new organizational structure and make any necessary modifications if warranted to the new structure.

Flexibility during the upcoming school year will also be needed given that we are entering the 2021-2022 school year under the continued pandemic cloud and the unknown of what will occur during this school year.

Conclusion

Ms. Linzey's demonstrated leadership and ability to balance multiple areas of focus will be required during the upcoming school year. Ensuring the needs of the school, academics as well as the multiple projects underway at the school will require her leadership and focus for success during the 2021-2022 school year.