

ORANGE COUNTY
BOARD OF EDUCATION

AGENDA ITEM ABSTRACT

Meeting Date: February 20, 2012

AGENDA ITEM No. 12-02-(2)-09

ACTION ITEM: (Y/N) Y

SUBJECT: Superintendent Evaluation Rubric

INFO. CONTACT: Donna Coffey PHONE: 919-732-8126

ATTACHMENTS: 1. Orange County Schools Superintendent Evaluation Rubric.

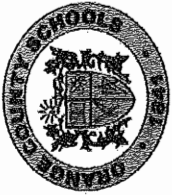
PURPOSE: The purpose of this item is to allow the board to approve modifications to the rubric used when evaluating the superintendent.

BACKGROUND: During its February 6, 2012 meeting the board approved adjustments to the superintendent evaluation process. These adjustments included changes in the timeline and the inclusion of specific goals.

At the recommendation of counsel, the board is also adding a 5th standard **Accomplishment of Goals** to the evaluation rubric. The revised rubric is attached.

FINANCIAL IMPACT: None.

RECOMMENDATION: The Superintendent recommends the Board of Education approve the evaluation rubric as presented.



Orange County Schools Superintendent Evaluation Rubric

| | Well Above Standard | Above Standard | At Standard | Below Standard |
|--|---------------------|----------------|-------------|----------------|
| Standard 1: Leadership | | | | |
| 1.1 Involves key stakeholders in the development of vision and provides plan for accomplishment. | | | | |
| 1.2 Uses collaborative skills to achieve district goals. | | | | |
| 1.3 Effectively communicates with Board, subordinates and constituencies. | | | | |
| 1.4 Respects and encourages diversity among people and programs. | | | | |
| 1.5 Sets financial priorities to achieve district goals. | | | | |
| 1.6 Evaluates district leaders and holds them accountable for high performance. | | | | |
| Standard 2: High Student Achievement | | | | |
| 2.1 Maintains a clear, tangible focus on student achievement and quality teaching. | | | | |
| 2.2 Establishes and implements workable priorities to successfully meet district goals. | | | | |
| 2.3 Ensures use of comprehensive student data for evaluation and improvement of instruction. | | | | |
| 2.4 Provides for professional development and authentic professional learning communities. | | | | |
| Standard 3: Effective and Efficient Operations | | | | |
| 3.1 Works well with the Board to establish attainable goals. | | | | |
| 3.2 Ensures alignment of financial and personnel resources to achieve district goals. | | | | |
| 3.3 Ensures that funds are spent wisely and adequate control and accounting measures are maintained. | | | | |
| 3.4 Recruits and assigns the best available personnel considering their competencies. | | | | |
| 3.5 Delegates matters effectively. | | | | |
| 3.6 Communicates appropriate information to Board, staff and community in a timely manner. | | | | |
| 3.7 Treats all personnel fairly, without discrimination or favoritism. | | | | |
| Comments: | | | | |
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| Evaluation Criteria: | | | | |
| Well Above Standard: Performance and practices are consistently exceptional and regularly undertakes additional responsibilities. | | | | |
| Above Standard: Performance and practices are consistently high and undertakes additional responsibilities. | | | | |
| At Standard: Performance and practices are consistently acceptable and undertakes additional responsibilities as assigned. | | | | |
| Below Standard: Performance and practices are sometimes inadequate and fails to perform responsibilities as assigned. | | | | |



Orange County Schools Superintendent Evaluation Rubric

| | Well Above Standard | Above Standard | At Standard | Below Standard |
|--|---------------------|----------------|-------------|----------------|
| Standard 4: Personal Qualities | | | | |
| 4.1 Demonstrates high standards of ethics and integrity. | | | | |
| 4.2 Demonstrates ability to work well with individuals and groups. | | | | |
| 4.3 Demonstrates good judgment, reaching logical conclusions to achieve district goals. | | | | |
| 4.4 Demonstrates excellent organizational ability in directing the district's operations. | | | | |
| 4.5 Demonstrates ability to gain the respect and trust among all district stakeholders. | | | | |
| Comments: | | | | |
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| Standard 5: Accomplishment of Goals | | | | |
| 5.1 Demonstrates progress in achieving personal performance goals established by the Board. | | | | |
| 5.2 Demonstrates progress in achieving school system goals established by the Board. | | | | |
| Comments: | | | | |
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| Evaluation Narrative: | | | | |
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| Strengths: | | | | |
| | | | | |
| Areas for Improvement: | | | | |
| | | | | |
| Evaluation Criteria: | | | | |
| Well Above Standard: Performance and practices are consistently exceptional and regularly undertakes additional responsibilities. | | | | |
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| Below Standard: Performance and practices are sometimes inadequate and fails to perform responsibilities as assigned. | | | | |