

Superintendent Evaluation Instrument
 Dr. Mary Elizabeth Davis
 Date: _____

1. Core Belief: In CCSD we believe all students are highly engaged in their education and are capable of reaching their full learning potential			
a) The Superintendent will improve student performance in English/Language Arts on Milestones			
	Not Making Progress	Maintained Performance/Status	Making Progress
Indicators:			
Grade 3 ELA Milestones Growth <ul style="list-style-type: none"> • Baseline Performance: 47% • 3-Year Goal: 53% 			
Grade 4 ELA Milestones Growth <ul style="list-style-type: none"> • Baseline Performance: 47% • 3-Year Goal: 53% 			
Grade 5 ELA Milestones Growth <ul style="list-style-type: none"> • Baseline Performance: 56% • 3-Year Goal: 62% 			
Grade 6 ELA Milestones Growth <ul style="list-style-type: none"> • Baseline Performance: 48% • 3-Year Goal: 54% 			
Grade 7 ELA Milestones Growth <ul style="list-style-type: none"> • Baseline Performance: 45% • 3-Year Goal: 54% 			
Grade 8 ELA Milestones Growth <ul style="list-style-type: none"> • Baseline Performance: 48% • 3-Year Goal: 54% 			
HS American Lit. Milestones Growth <ul style="list-style-type: none"> • Baseline Performance: 56% • 3-Year Goal: 62% 			
Processes:			

Establish Teaching & Learning Standards			
Audit current teaching resources			
Audit current student resources			
Develop a multi-year plan for resource acquisition (print and digital) and student device access			
Develop a multi-year plan to introduce an internal assessment system aligned to standards			
Accountability			
Align ELA school goals to the Board's Student Performance Goals & Superintendent's Evaluation			
Align Division-Head's (Chief's) key performance indicators to the Board's Student Performance Goals in ELA & the Superintendent's Evaluation			
Comments:			

b) The Superintendent will improve student performance in Reading on Milestones			
Indicators:			
Grade 3 Reading Milestones Growth <ul style="list-style-type: none"> • Baseline Performance: 72% • 3-Year Goal:78% 			

Grade 4 Reading Milestones Growth <ul style="list-style-type: none"> • Baseline Performance: 65 % • 3-Year Goal: 71% 			
Grade 5 Reading Milestones Growth <ul style="list-style-type: none"> • Baseline Performance: 78% • 3-Year Goal: 84% 			
Grade 6 Reading Milestones Growth <ul style="list-style-type: none"> • Baseline Performance: 63% • 3-Year Goal: 69% 			
Grade 7 Reading Milestones Growth <ul style="list-style-type: none"> • Baseline Performance: 74% • 3-Year Goal: 78% 			
Grade 8 Reading Milestones Growth <ul style="list-style-type: none"> • Baseline Performance: 75% • 3-Year Goal: 81% 			
American Literature (HS) Reading Milestones Growth <ul style="list-style-type: none"> • Baseline Performance: 80% • 3-Year Goal: 86% 			
Processes:			
The Superintendent will assess current literacy investments			
With the School Board, the Superintendent will develop a CCSD Literacy Policy			
The Superintendent will develop a multi-year plan to roll-out a cohesive K-12 Literacy Model aligned with CCSD School Board Policy			
Accountability:			

Administer Reading Screener three (3) times per year			
Provide Reading Screener reports to parents after each screening			
Align school Reading Proficiency goals to the Board's Student Performance Goals in Reading & the Superintendent's Evaluation			
Comments:			

2. Core Belief: In CCSD we believe employees are trusted and supported as professionals and provided with resources to elevate student outcomes.			
The Superintendent will ensure the implementation of a process to seek input from all employees within the School District			
	Not Making Progress	Maintained Performance/Status	Making Progress
Indicators:			
The Superintendent will identify two (2) Questions from the Georgia School Climate Survey for Teachers and monitor improvement in employee satisfaction <ul style="list-style-type: none"> • Baseline: TBD • Goal: TBD - How clear to you are the priorities in your school improvement plan? (6) - How often do you look forward to going to work? (16) 			
The Superintendent will identify two (2) Questions from the Georgia School Climate			

Survey for Staff and monitor improvement in employee satisfaction <ul style="list-style-type: none"> • Baseline: TBD • Goal: TBD - How often do you look forward to going to work? (10) 			
Processes:			
The Superintendent will seek input through employee-based advisories.			
The Superintendent will visit schools and district sites and seek input from employees and employee groups			
Accountability:			
The Superintendent will provide updates to the School Board			
The Superintendent will publish the Georgia School Climate for Teachers and Staff results on the district's website			
Comments:			

3. Core Belief: In CCSD we believe families and our community are involved partners in student success and can expect all students to receive the best education possible.			
The Superintendent will maintain and build relationships with families and communities within Cherokee County.			
	Not Making Progress	Maintained Performance/Status	Making Progress
Indicators:			
The Superintendent will identify two (2) questions from the Georgia School Climate Survey – Families			

<p>and monitor improvement in family perceptions</p> <ul style="list-style-type: none"> • Baseline: TBD • Goal: TBD - How easy is it for you to get information about your child's progress? (7) - How welcomed does school staff make you feel welcome when you enter the building? (12) 			
Processes:			
<p>Increase participation in the Georgia Climate Survey – Families Participation: TBD</p> <ul style="list-style-type: none"> • Baseline: TBD • Goal: TBD 			
Accountability			
<p>The Superintendent will provide an annual report on parent/community engagement activities</p>			
<p>The Superintendent will publicize Georgia School Climate Survey – Families results on website</p>			
<p>Comments:</p>			

4. Core Belief: In CCSD we believe that our schools create positive and welcoming environments as well as have clear expectation and accountability in all academic and operation areas			
a) The Superintendent will improve operational accountability district-wide			
	Not Making Progress	Maintained Performance/Status	Making Progress
Indicators:			
<p>Identify 1-2 questions from the Georgia School Climate Survey - Students regarding positive school environments and monitor improvements in student perceptions.</p> <ul style="list-style-type: none"> • Baseline: TBD • Goal: TBD - (3-5) How often do you enjoy learning? (1) - (3-5) How many adults show they care about students? (6) - (3-5) How proud are you of the way the school looks? (19) - (6-12) How many of your teachers have significantly impacted your learning? (1) - (6-12) How many adults show they care about students? (16) - How proud are you of the way this school looks? (30) 			
Processes:			

<p>Increase participation in the Georgia School Climate Survey - Student/Employee</p> <ul style="list-style-type: none"> • Participation: TBD • Baseline: TBD • Goal: TBD 			
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Accountability			
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<p>The Superintendent will publicize the Georgia School Climate Survey results on District's website</p>			
<p>Provide performance reports for CCRPI by school for school board members and the public</p>			
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<p>Ensure an accountability page is built on the website to house the Milestones and CCRPI reports</p>			

<p>Comments:</p>

b) The Superintendent will provide effective communication with Board members.			
	Not Making Progress	Maintained Performance/Status	Making Progress
Indicators:			
School Board will receive updates on important information			
School Board will receive weekly updates from the Superintendent			
School Board and Superintendent will participate in monthly agenda review and preparation for Board Meetings			
The Superintendent will provide reports to the Board during Work Sessions			
School Board will receive communication on the hiring of upper-level employees (or firing) and also on resignations/retirements.			

Comments: