

Superintendent Evaluation Instrument; 2025
 Mary Elizabeth Davis, PhD
 Date: _____

Core Belief #1: 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
Student Achievement Indicators:			
a. Grade 3 ELA Milestones Growth Baseline Performance: 47% 2027 Goal: 53%			
b. Grade 4 ELA Milestones Growth Baseline Performance: 47% 2027 Goal: 53%			
c. Grade 5 ELA Milestones Growth Baseline Performance: 56% 2027 Goal: 62%			
d. Grade 6 ELA Milestones Growth Baseline Performance: 48% 2027 Goal: 54%			
e. Grade 7 ELA Milestones Growth Baseline Performance: 45% 2027 Goal: 54%			
f. Grade 8 ELA Milestones Growth Baseline Performance: 48% 2027 Goal: 54%			
g. HS American Lit. Milestones Growth Baseline Performance: 56% 2027 Goal: 62%			
Processes:			
h. Establish Teaching & Learning Standards			
i. Audit current teaching resources			

Red text represents adjustments made by the School Board at the Mid-Year Evaluation.

j. Audit current student resources			
k. Develop a multi-year plan for resource acquisition (print and digital) and student device access			
l. Develop a multi-year plan to introduce an internal assessment system aligned to standards			
Accountability			
m. Align ELA school goals to the Board's Student Performance Goals & Superintendent's Evaluation			
n. 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			
	Not Making Progress	Maintained Performance/Status	Making Progress
Student Achievement Indicators:			
a. Grade 3 Reading Milestones Growth Baseline Performance: 72% 3-Year Goal: 78%			
b. Grade 4 Reading Milestones Growth Baseline Performance: 65 % 3-Year Goal: 71%			
c. Grade 5 Reading Milestones Growth Baseline Performance: 78% 3-Year Goal: 84%			
d. Grade 6 Reading Milestones Growth Baseline Performance: 63% 3-Year Goal: 69%			
e. Grade 7 Reading Milestones Growth Baseline Performance: 74% 3-Year Goal: 78%			
f. Grade 8 Reading Milestones Growth Baseline Performance: 75% 3-Year Goal: 81%			
g. American Literature (HS) Reading Milestones Growth Baseline Performance: 80% 3-Year Goal: 86%			
Processes:			
h. The Superintendent will assess current literacy investments			
i. With the School Board, the Superintendent will develop a CCSD Literacy Policy			
j. The Superintendent will develop a multi-year plan to roll-out a cohesive K-12 Literacy Model			

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aligned with CCSD School Board Policy			
Accountability:			
k. Administer Reading Screener three (3) times per year			
l. Provide Reading Screener reports to parents after each screening			
m. Align school Reading Proficiency goals to the Board's Student Performance Goals in Reading & the Superintendent's Evaluation			

Comments:

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C) The Superintendent will improve student performance in Math on Milestones			
	Not Making Progress	Maintained Performance/Status	Making Progress
Student Achievement Indicators:			
a. Grade 3 Math Milestones Growth Baseline Performance: 57% 3-Year Goal: 65%			
b. Grade 4 Math Milestones Growth Baseline Performance: 61% 3-Year Goal: 70%			
c. Grade 5 Math Milestones Growth Baseline Performance: 56% 3-Year Goal: 65%			
d. Grade 6 Math Milestones Growth Baseline Performance: 44% 3-Year Goal: 50%			
e. Grade 7 Math Milestones Growth Baseline Performance: 48 % 3-Year Goal: 60%			
f. Grade 8 Math Milestones Growth Baseline Performance: 51% 3-Year Goal: 59 %			
g. HS Algebra Milestones Growth Baseline Performance: 49% 3-Year Goal: 55%			
Processes:			
h. Establish Teaching & Learning Standards			
i. Audit current teaching resources			
j. Audit current student resources			
k. Develop a multi-year plan for resource acquisition (print and digital) and student device access			

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l. Develop a multi-year plan to introduce an internal assessment system aligned to standards			
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Accountability:

m. Align Math school goals to the Board's Student Performance Goals & Superintendent's Evaluation			
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n. Align Division-Head's (Chief's) key performance indicators to the Board's Student Performance Goals in Math & the Superintendent's Evaluation			
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Comments:

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Core Belief #2: In CCSD we believe employees are trusted and supported as professionals and provided with resources to elevate student outcomes.

A) 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
Performance Indicators:			
a. The Superintendent will share the results of the Georgia Climate Survey for Teachers with School Board Members.			
Processes:			
b. The Superintendent will seek input through employee-based advisories.			
c. The Superintendent will visit schools and district sites and seek input from employees and employee groups			
d. The Superintendent will begin the process of evaluating a third-party provider of climate surveys and map out a timeline for acquisition and then implementation.			
Accountability:			
e. The Superintendent will provide updates to the School Board			
f. The Superintendent will publish the Georgia School Climate for Teachers and Staff results on the district's website			

Comments:

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Core Belief #3: 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.

A) The Superintendent will maintain and build relationships with families and communities within Cherokee County.

	Not Making Progress	Maintained Performance/Status	Making Progress
Performance Indicators:			
a. The Superintendent will share the results of the Georgia Climate Survey for Families with School Board Members.			
Processes:			
b. Increase participation in the Georgia Climate Survey – Families Participation Baseline: TBD Goal: TBD			
Accountability:			
c. The Superintendent will provide an annual report on parent/community engagement activities			
d. The Superintendent will publicize Georgia School Climate Survey – Families results on website			
Comments:			

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Core Belief #4: 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
Performance Indicators:			
a. The Superintendent will share the results of the Georgia Climate Survey for Students with School Board Members.			
Processes:			
b. Increase participation in the Georgia Climate Survey – Student/Employee <ul style="list-style-type: none"> • Participation: TBD • Baseline: TBD • Goal: TBD 			
Accountability:			
c. The Superintendent will publicize the Georgia School Climate Survey results on District’s website			
d. Provide performance reports for CCRPI by school for school board members and the public			
e. Ensure an accountability page is built on the website to house the Milestones and CCRPI reports			

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Comments:

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

Comments: