



PERFORMANCE PLANNING AND REVIEW

For Superintendents Evaluation



July 18th, 2011

Ohio County Board of Education

Standard 1

Leadership and District Culture

This standard stresses the superintendent's performance in leadership through empowering others, visioning, helping shape school culture and climate, and understanding multicultural and ethnic differences.

	B. Geary	D. Raymond	J. Evans	B. Beatty	J. Raymond
0-Unacceptable					
1-Needs Improvement	X				X
2-Good		X		X	
3-Excellent			X		
4-Outstanding					

Average Performance Rating: 2-Good

APR based on a score of 9 divided by 5 and rounded: 1.8 to 2

Standard 2

Policy and Governance

Working with the board to formulate internal and external district policy, defining mutual expectations of performance with the board and demonstrating good school governance to staff, students and the community at large.

	B. Geary	D. Raymond	J. Evans	B. Beatty	J. Raymond
0-Unacceptable					
1-Needs Improvement					
2-Good	X				
3-Excellent		X	X	X	X
4-Outstanding					

Average Performance Rating: 3-Excellent

APR based on a score of 14 divided by 5 and rounded: 2.8 to 3

Standard 3

Communications and Community Relations

This standard emphasizes the skills necessary to establish effective two-way communications not only with students, staff and parents, but the community as a whole including beneficial relationships with the media. It also stresses responding to community feedback and building community support for the district.

	B. Geary	D. Raymond	J. Evans	B. Beatty	J. Raymond
0-Unacceptable					
1-Needs Improvement	X	X			
2-Good					X
3-Excellent			X	X	
4-Outstanding					

Average Performance Rating: 2-Good

APR based on a score of 10 divided by 5 rounded: 2 to 2

Standard 4

Organizational Management

This standard requires the superintendent to gather and analyze data for decision making and for making recommendations to the board. It stresses the skills necessary to meet internal and external customer expectations and to effectively allocate resources.

	B. Geary	D. Raymond	J. Evans	B. Beatty	J. Raymond
0-Unacceptable					
1-Needs Improvement	X				
2-Good		X			
3-Excellent			X	X	X
4-Outstanding					

Average Performance Rating: 2-Good

APR based on a score of 12 divided by 5 and rounded: 2.4 to 2

Standard 5

Curriculum Planning Development

This standard addresses the superintendent's skills in staying up-to-date in curriculum, teaching, learning and testing theories. It requires the superintendent to make sound recommendations for learning technologies.

	B. Geary	D. Raymond	J. Evans	B. Beatty	J. Raymond
0-Unacceptable					
1-Needs Improvement					
2-Good	X				X
3-Excellent		X			
4-Outstanding			X	X	

Average Performance Rating: 3-Excellent

APR based on a score of 15 divided by 5 and rounded: 3 to 3

Standard 6

Instructional Leadership

Standard #5 addresses what is to be taught; this standard emphasizes *how* it should be taught. It emphasizes the skills required to ensure that the most effective teaching techniques are in place and that all instructional resources are used to maximize student achievement. This standard also requires applying research and best practices with respect to diversity sensitivities.

	B. Geary	D. Raymond	J. Evans	B. Beatty	J. Raymond
0-Unacceptable					
1-Needs Improvement					
2-Good	X	X			
3-Excellent			X		
4-Outstanding				X	X

Average Performance Rating: 3-Excellent

APR based on a score of 15 divided by 5 and rounded: 3 to 3

Standard 7

Human Resources Management

This performance standard requires skills in developing and implementing a staff performance-evaluation system. It also requires skills in applying ethical, contractual and legal requirements for personnel selection, development, retention, promotion and dismissal.

	B. Geary	D. Raymond	J. Evans	B. Beatty	J. Raymond
0-Unacceptable					
1-Needs Improvement					X
2-Good	X				
3-Excellent				X	
4-Outstanding			X		

Average Performance Rating: 3-Excellent

APR based on a score of 10 divided by 4 (D. Raymond did not submit a score) and rounded: 2.5 to 3

Standard 8

Values and Ethics of Leadership

This standard requires the understanding and modeling of appropriate value systems, ethics and moral leadership. It also requires superintendents to exhibit multicultural and ethnic understanding and to coordinate with social agencies and human services to help students grown and develop as caring, informed citizens.

	B. Geary	D. Raymond	J. Evans	B. Beatty	J. Raymond
0-Unacceptable					
1-Needs Improvement	X				X
2-Good		X			
3-Excellent				X	
4-Outstanding			X		

Average Performance Rating: 2-Good

APR based on a score of 11 divided by 5 and rounded: 2.2 to 2

Standard 9

Student Achievement & Learning

This standard recognizes that improving student achievement is a critical component of the superintendent position. It requires that the superintendent take responsibility for district oversight of student learning.

	B. Geary	D. Raymond	J. Evans	B. Beatty	J. Raymond
0-Unacceptable					
1-Needs Improvement					
2-Good	X	X			
3-Excellent			X	X	X
4-Outstanding					

Average Performance Rating: 3-Excellent

APR based on a score of 13 divided by 5 and rounded: 2.6 to 3

Evaluation Comparison

