

# Coffee County Schools Superintendent Evaluation Instrument

7/1/2017 - 6/30/2018

Coffee County Schools

**This evaluation instrument is aligned to the five AdvanceEd (SACS) Standards and the Coffee County School System Strategic Plan**

The goals, indicators and evidence statements listed were identified and inserted as indicators of the work of the superintendent towards advancing the work of district. Key components for the Superintendent Evaluation Instrument include:

- **Goals:** Goals are governance areas of responsibilities, broad in scope but narrow enough to be defined and addresses the operational functions and the effectiveness of the school system.
- **Indicators:** Indicators are action items that describe what is expected to be accomplished within each goal area. One or multiple indicators may be necessary to accomplish the goal.
- **Evidence:** Evidence is a listing of performance measures and/or data documents that will define the progress made on accomplishing the identified indicator.
- **Rating Scale:** The governance team should choose the method of rating for each goal area whether a numeric scale, progress scale, and/or written comments only. The final superintendent evaluation report usually is completed on the goal area.
- **Comment Section:** The instrument is designed to capture each board member's comments by goal areas when individual board members

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complete the evaluation process. For the final official evaluation report to the superintendent, the board, by consensus, may elect to provide an overall comment summary to be included vs. the individual board member comments.

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## Goal I. Purpose and Direction

### Description

The superintendent maintains and communicates at all levels of the organization a purpose and direction for continuous improvement and commits to high expectations for learning as well as shared values and beliefs about teaching and learning.

The Coffee County Board of Education was named a 2018 GSBA Exemplary Board:



### Policy

### Rating

- Commendable
- Good
- Adequate
- Unsatisfactory
- Not Observed

### Comments

### Indicator(s)

#### I. Mission: Destination Graduation for College, Career, and Life

##### Description

Our mission is the purpose for which we exist as a school system

The graduation rate for Coffee County is now at 79.8% which is up from 68% six years ago and 61% eleven years ago. Coffee High School's graduation rate is 85.9%. The

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## Indicator(s)

State of GA graduation rate is 80.6%.

### Comments

## II. Vision: Creating a stronger community through an equitable and excellent education for every student

### Description

Our vision describes a future state to which we aspire as a school system

### Comments

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## Goal II. Governance and Leadership

### Description

The superintendent develops governance and leadership that promote and support student performance and school effectiveness.

### Policy

BH Board Code of Ethics  
BHA Board Member Conflict of Interest

### Rating

- Commendable
- Good
- Adequate
- Unsatisfactory
- Not Observed

### Comments

Indicator(s)
<b>I. Increased parental engagement and satisfaction and improved community relations</b> <b>Comments</b> <div style="border: 1px solid black; height: 68px; margin-top: 10px;"></div>
<b>II. Organizational and governance structures that support student learning</b>

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Indicator(s)
<b>Comments</b> <div data-bbox="209 432 1461 573" style="border: 1px solid black; height: 67px; margin-top: 10px;"></div>

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## Goal III. Teaching and Learning

### Description

The superintendent ensures that curriculum, instructional design, and assessment practices guide and ensure teacher effectiveness and student learning across all grades and courses.

### Policy

IFCB

Field Trips and Excursions

### Rating

- Commendable
- Good
- Adequate
- Unsatisfactory
- Not Observed

### Comments

### Indicator(s)

#### **I. Instructional practices that increase students' motivation, engagement, and success**

##### **Comments**

#### **II. A curriculum that is broad, challenging, relevant, and real for all students**

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Indicator(s)
<b>Comments</b> <div data-bbox="209 432 1461 573" style="border: 1px solid black; height: 67px;"></div>
<b>III. Children entering school ready to learn</b> <b>Comments</b> <div data-bbox="209 745 1461 886" style="border: 1px solid black; height: 67px;"></div>



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## Goal IV. Resources and Support System

### Description

The superintendent ensures adequate resources and provides services in all schools that support its purpose and direction to ensure success for all students.

### Policy

### Rating

- Commendable
- Good
- Adequate
- Unsatisfactory
- Not Observed

### Comments

Indicator(s)
<b>I. Adequate financial resources expended effectively and effeciently to maximize student learning</b> <b>Comments</b> <div style="border: 1px solid black; height: 60px; margin-top: 10px;"></div>
<b>II. A highly and reliable school system that guarantees qualified and effective leaders, teachers, and support staff throughout the school system</b>

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Indicator(s)
<p><b>Comments</b></p> <div data-bbox="209 430 1459 571" style="border: 1px solid black; height: 67px;"></div>

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## Goal V. Using Results for Improvement

### Description

The superintendent ensures implementation of a comprehensive assessment system that generates a range of data about student learning and system effectiveness and uses the results to guide continuous improvement.

### Policy

### Rating

- Commendable
- Good
- Adequate
- Unsatisfactory
- Not Observed

### Comments

Indicator(s)
<p><b>I. A balanced student assessment system with multiple measures of student learning</b></p> <p><b>Comments</b></p> <div style="border: 1px solid black; height: 60px; margin-top: 10px;"></div>
<p><b>II. High school graduates who are ready for college or career entry and life itself</b></p>

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Indicator(s)

## Comments

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## III. Charter Goals

### Description

On January 16, 2018 Dr. Leis received a letter from the GADOE approving a new 5 Year Charter. The Coffee County Schools exceeded the level of performance required by the GADOE between the years 2013 and 2018.

Coffee County Schools Met the Charter Goals as evidenced by the Charter Renewal and was granted a new Five Year Charter beginning on July 1, 2018 and expiring on June 30, 2023.

### Comments

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Board Chair

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Superintendent