



Results of Hoover City Schools Superintendent Evaluation

June 9, 2014

Rating Scale

5 = Exemplary

performance consistently outstanding

4 = Above Standard

performance is outstanding

3 = Standard

performance is consistently adequate or acceptable

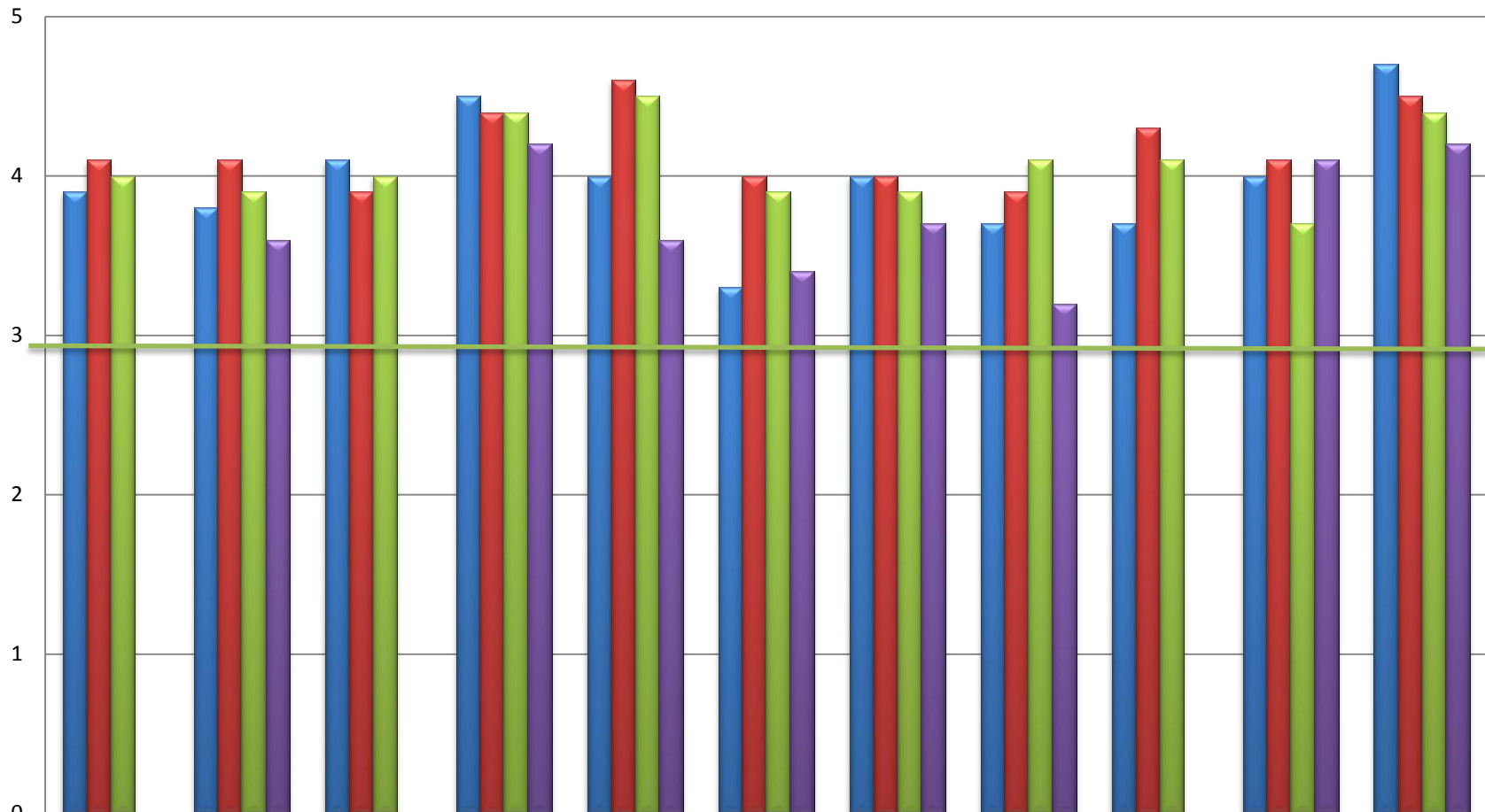
2 = Below Standard

performance sometimes inadequate or unacceptable

1 = Unsatisfactory

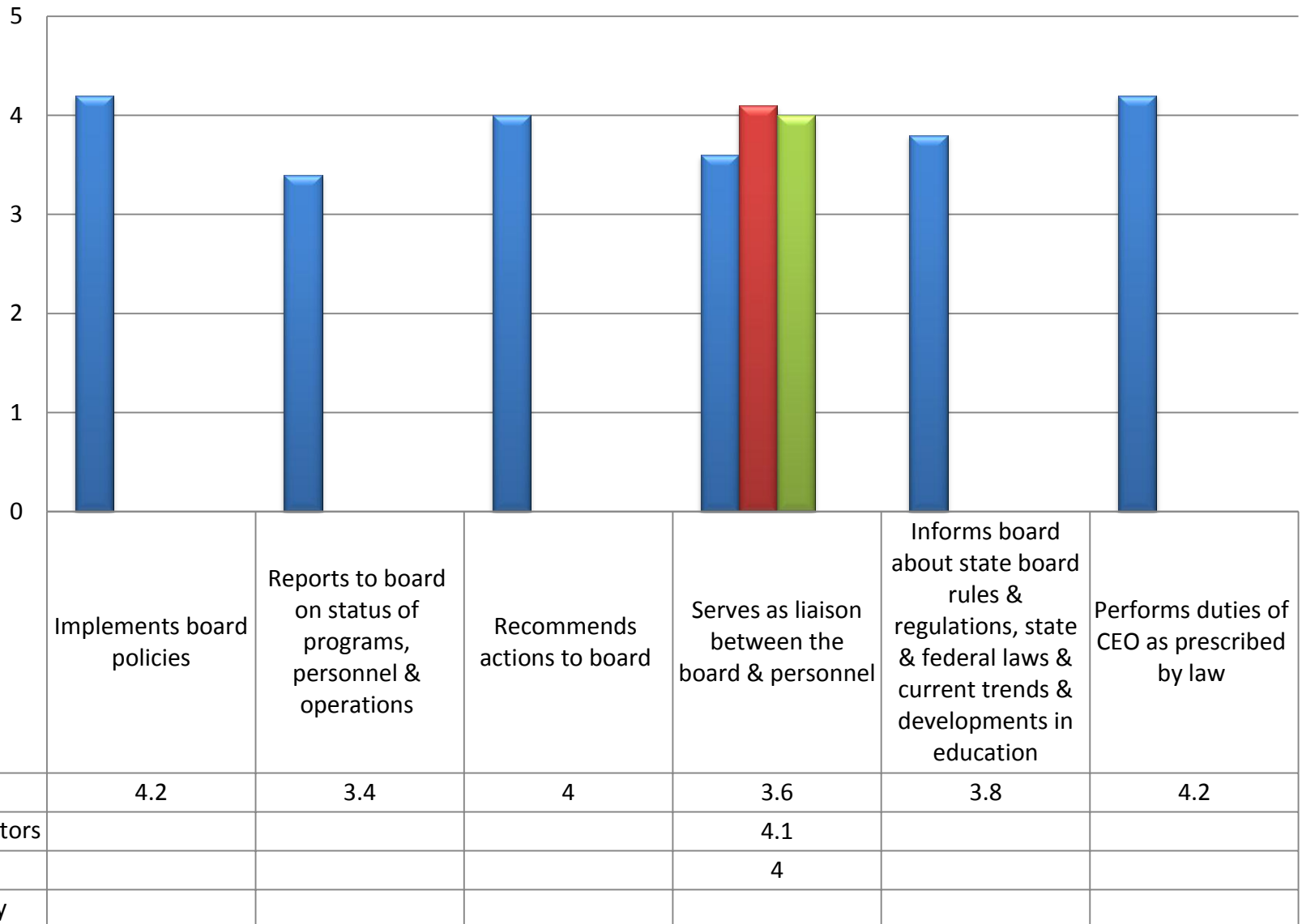
performance consistently inadequate or unacceptable

Category Averages

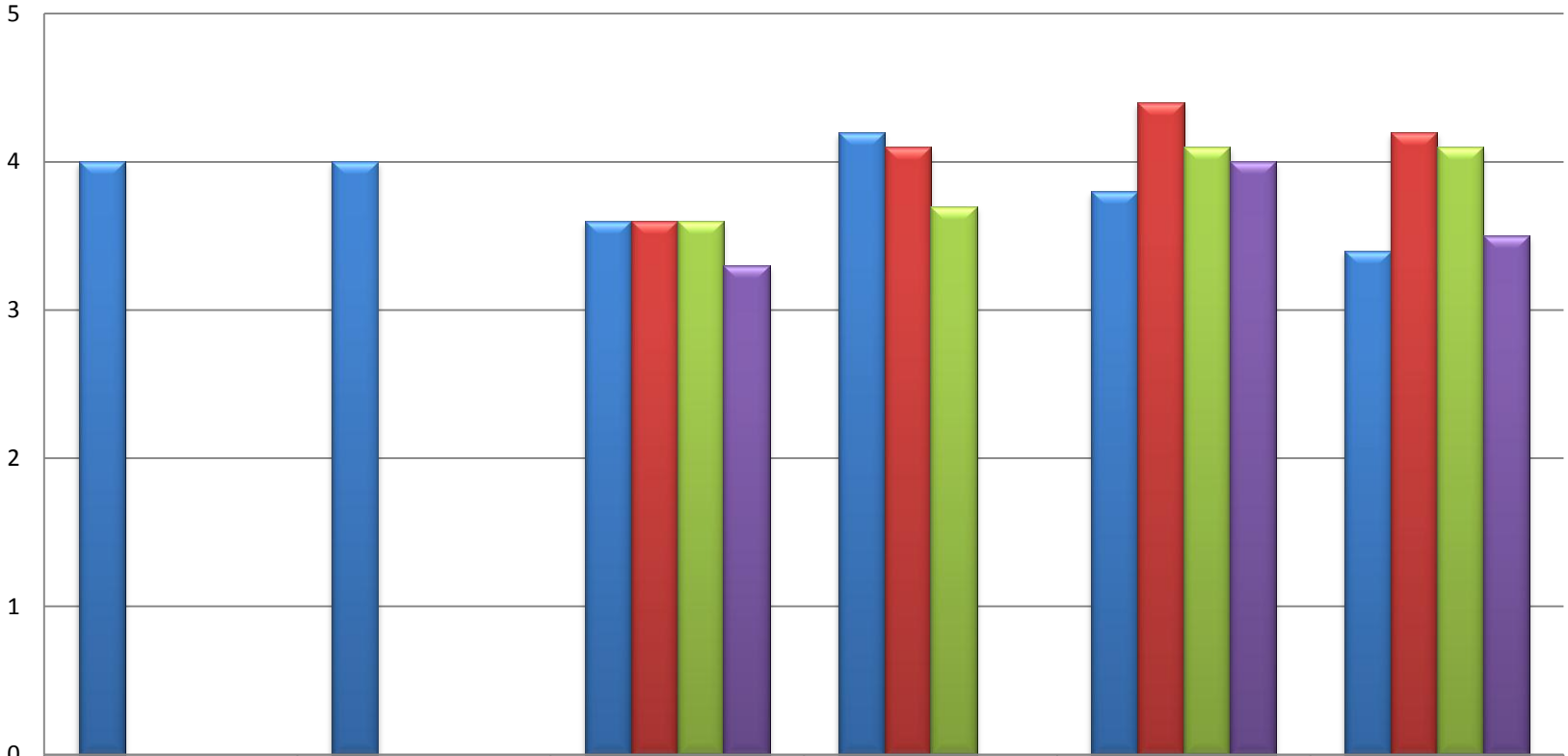


Board	3.9	3.8	4.1	4.5	4.0	3.3	4.0	3.7	3.7	4.0	4.7
Administrators	4.1	4.1	3.9	4.4	4.6	4	4	3.9	4.3	4.1	4.5
Principals	4	3.9	4	4.4	4.5	3.9	3.9	4.1	4.1	3.7	4.4
Community		3.6		4.2	3.6	3.4	3.7	3.2		4.1	4.2

Chief Executive Officer for the School Board

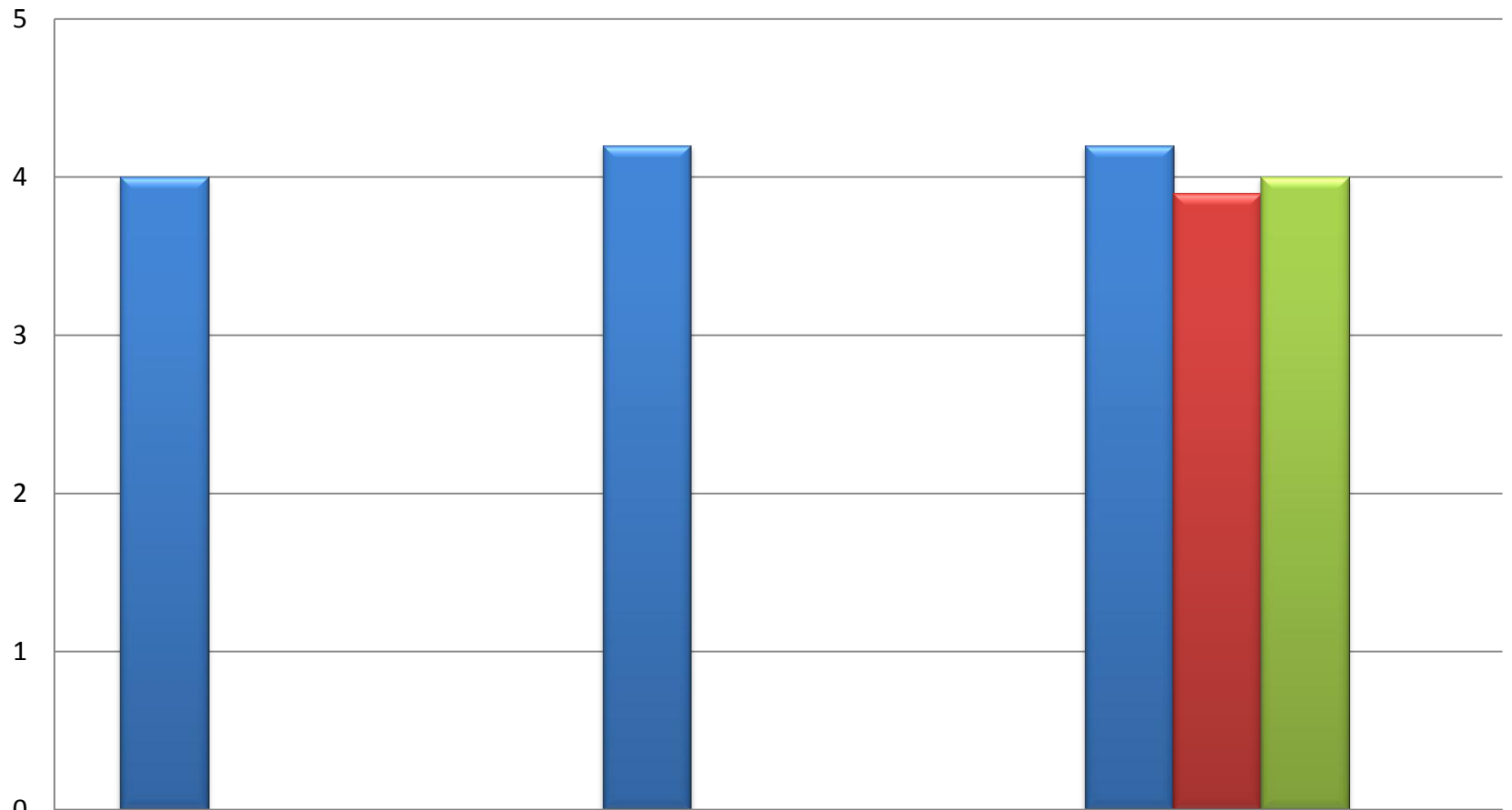


Educational Leadership



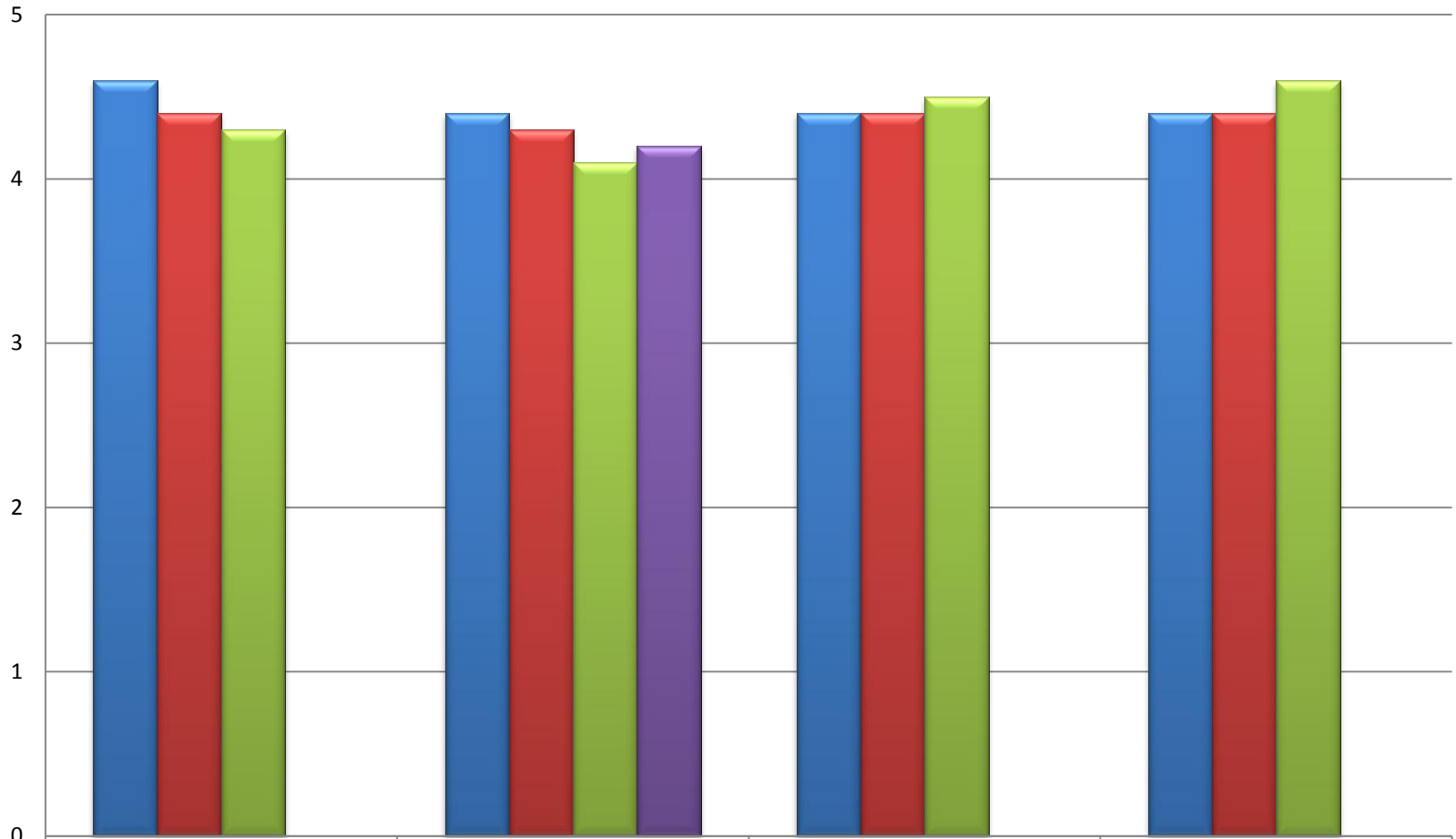
	Provides for supervision, evaluation & professional growth of all personnel	Supervises the planning, implementation & evaluation of curriculum & instruction	Communicates goals to staff, students, parents & guardians	Establishes goals for student achievement	Demonstrates problem-solving skills	Demonstrates decision-making skills
Board	4	4	3.6	4.2	3.8	3.4
Administrators			3.6	4.1	4.4	4.2
Principals			3.6	3.7	4.1	4.1
Community			3.3		4	3.5

Personnel Management



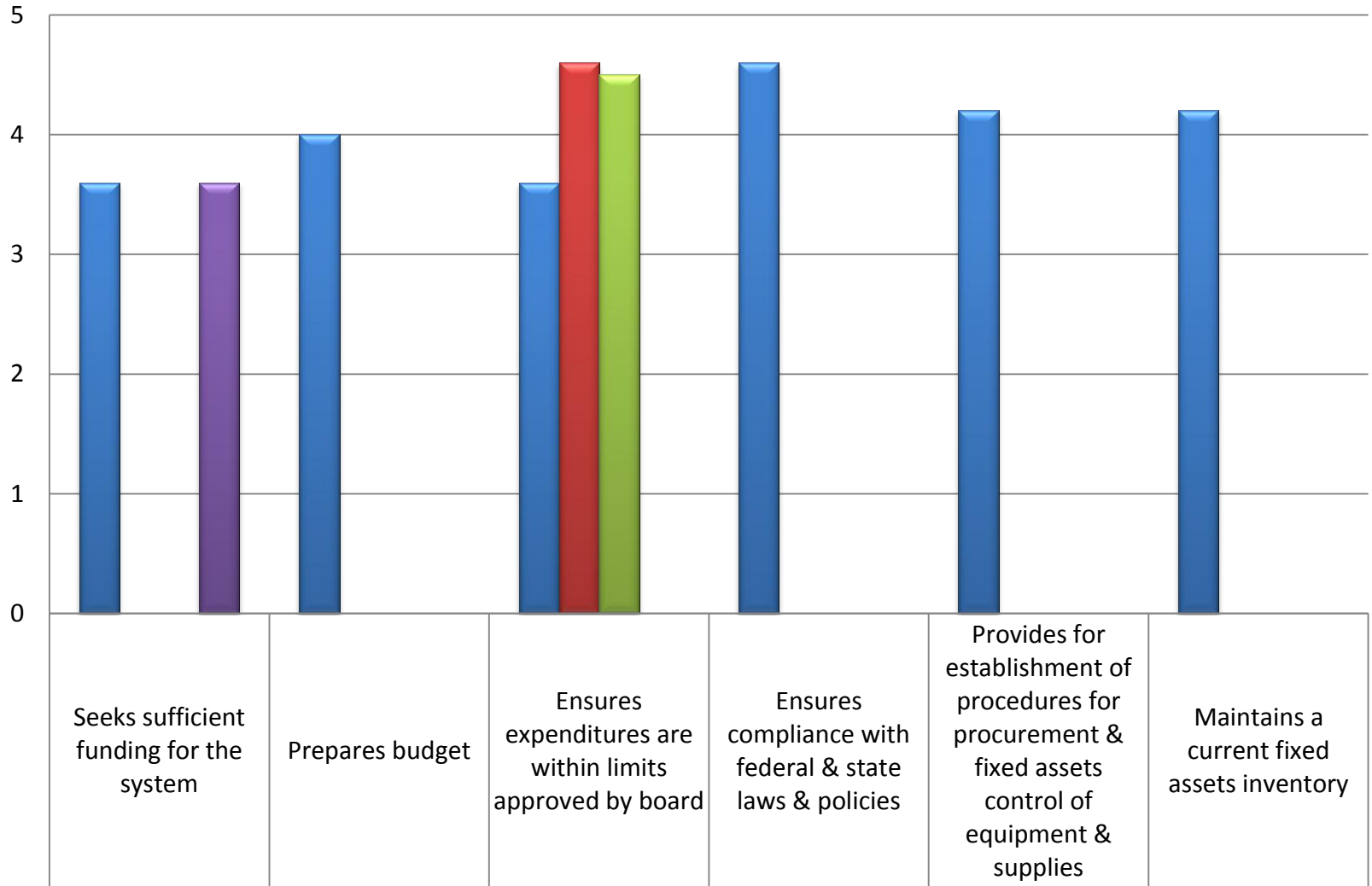
	Develops & implements a comprehensive recruitment plan	Assigns & orients personnel to schools & offices	Supervises use of personnel
Board	4	4.2	4.2
Administrators			3.9
Principals			4
Community			

Facilities Management



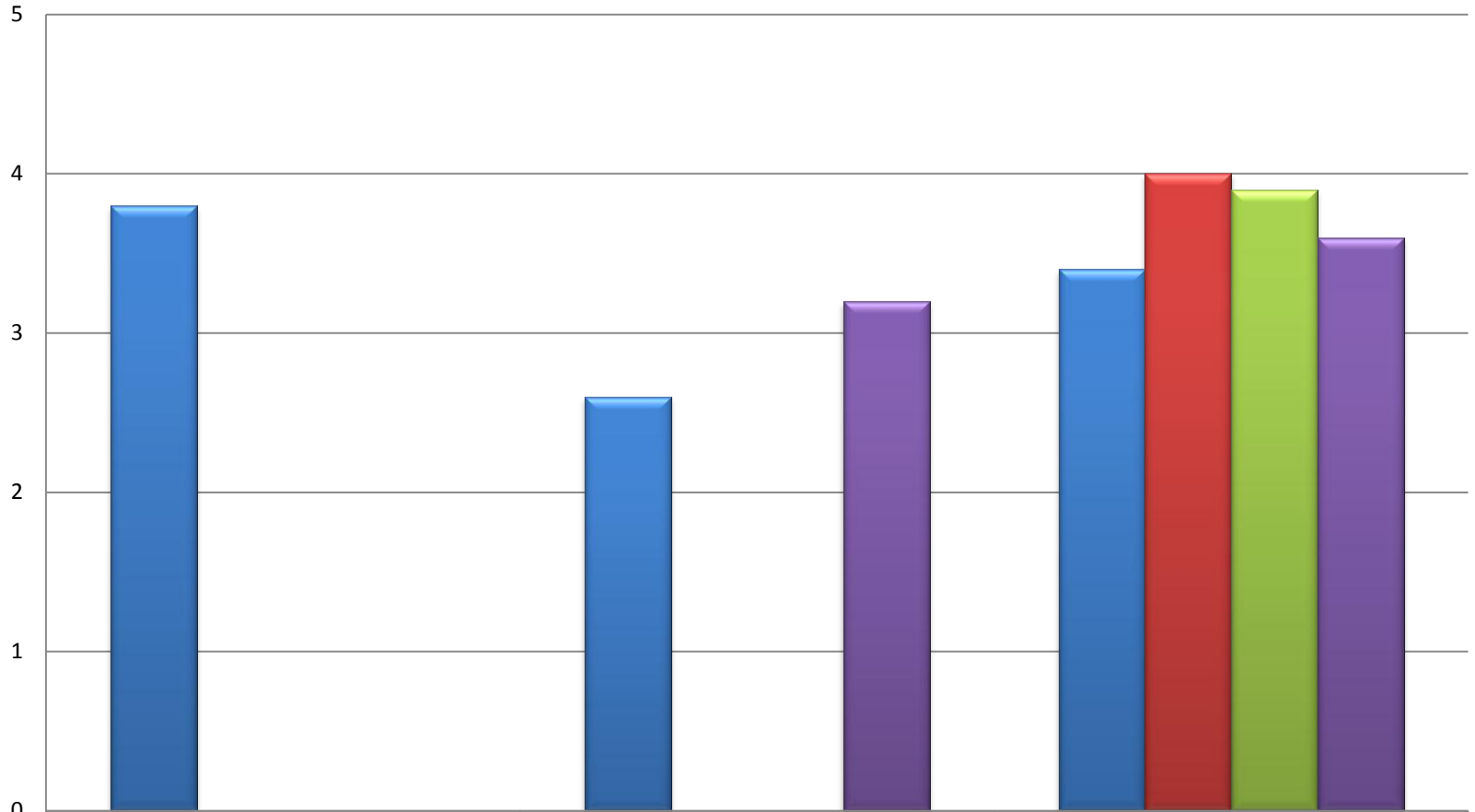
	Prepares long term & short term plans for facilities & sites	Ensures maintenance of school property	Ensures safety of personnel & protection of property	Monitors construction, renovation &/or demolition of facilities
Board	4.6	4.4	4.4	4.4
Administrators	4.4	4.3	4.4	4.4
Principals	4.3	4.1	4.5	4.6
Community		4.2		

Financial Management



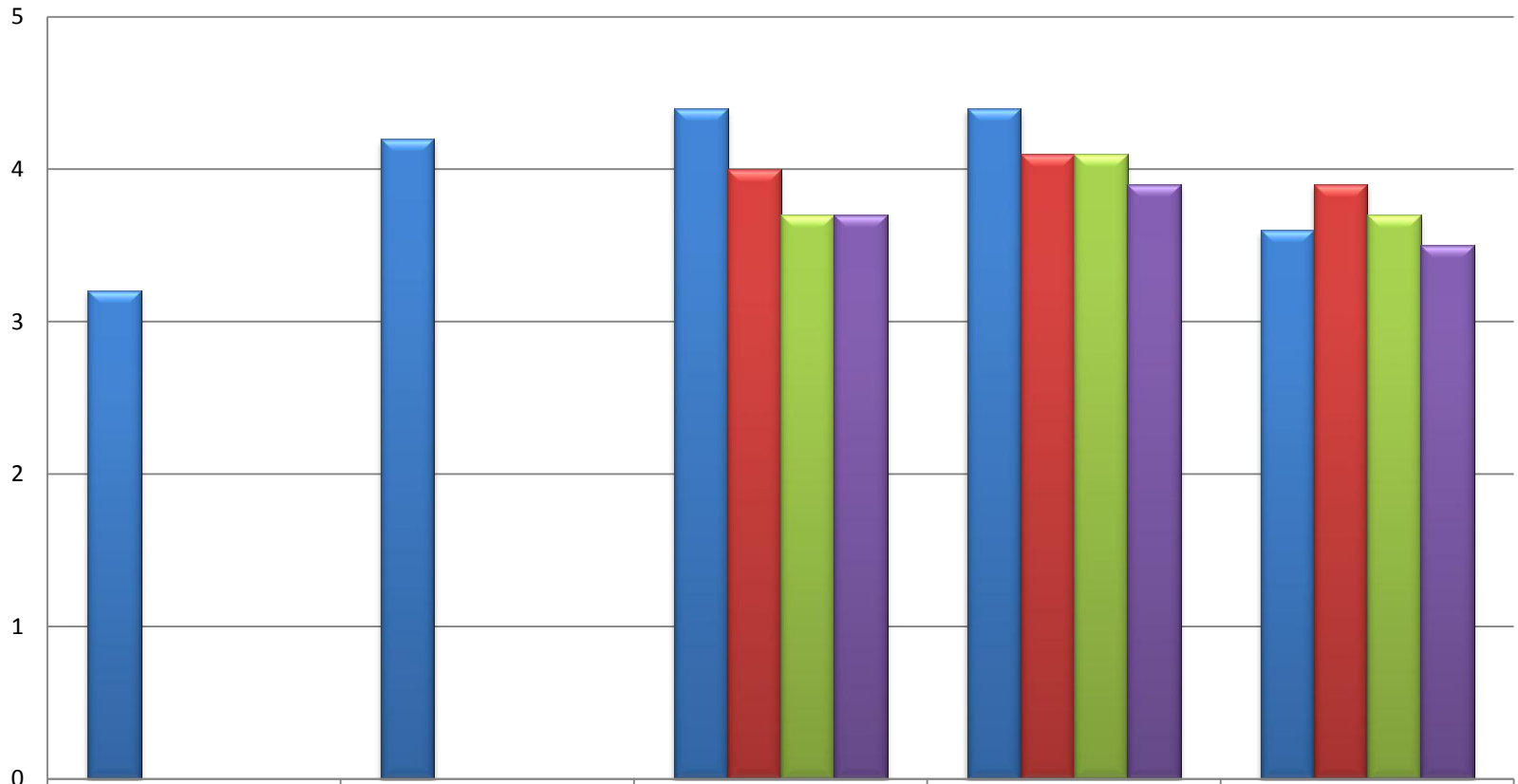
Board	3.6	4	3.6	4.6	4.2	4.2
Administrators			4.6			
Principals			4.5			
Community	3.6					

Community Relations



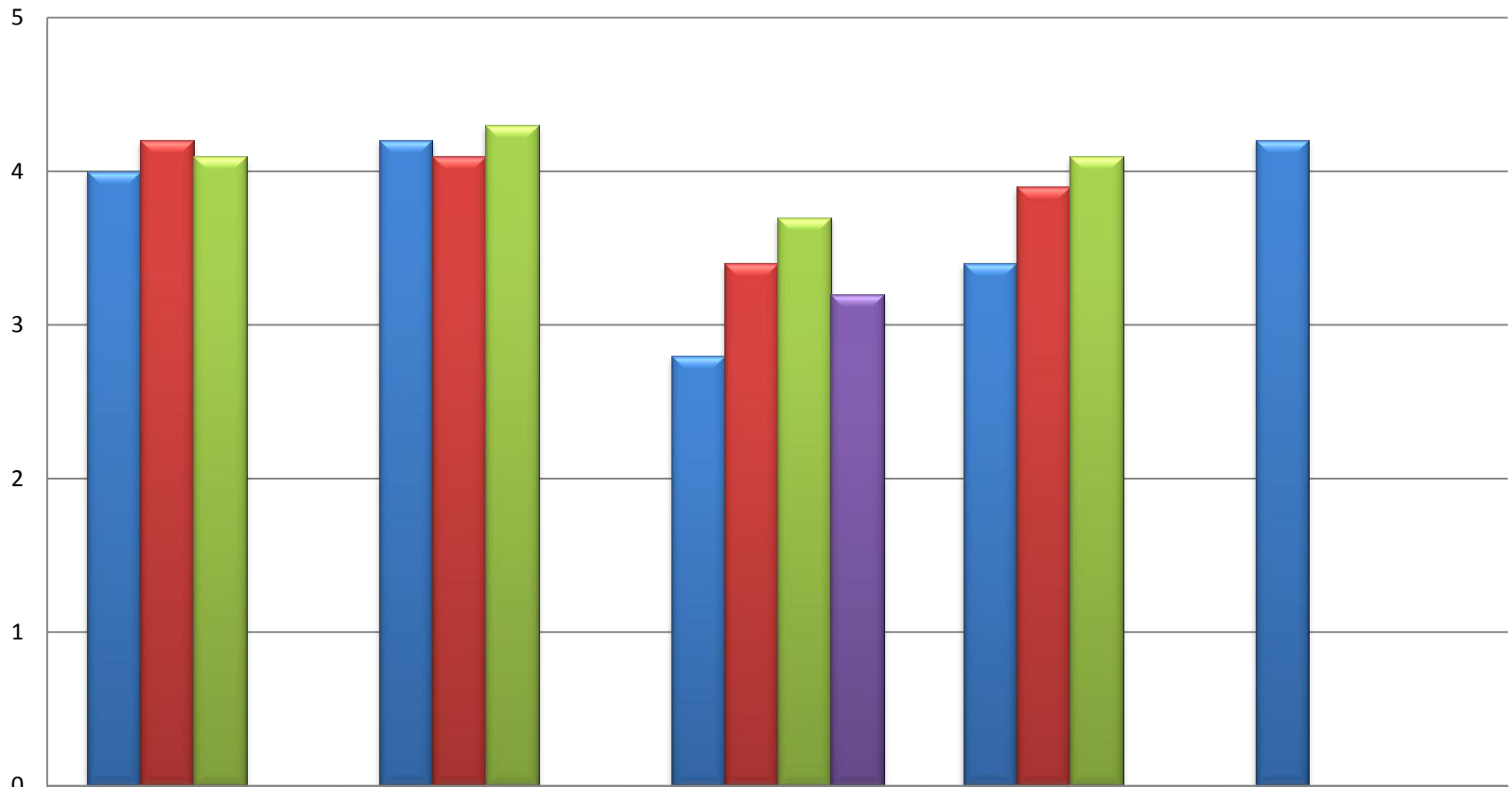
	Develops & implements comprehensive plan for pupil personnel	Utilizes local media in community relations	Models positive community involvement
Board	3.8	2.6	3.4
Administrators			4
Principals			3.9
Community		3.2	3.6

Management of Pupil Personnel Services



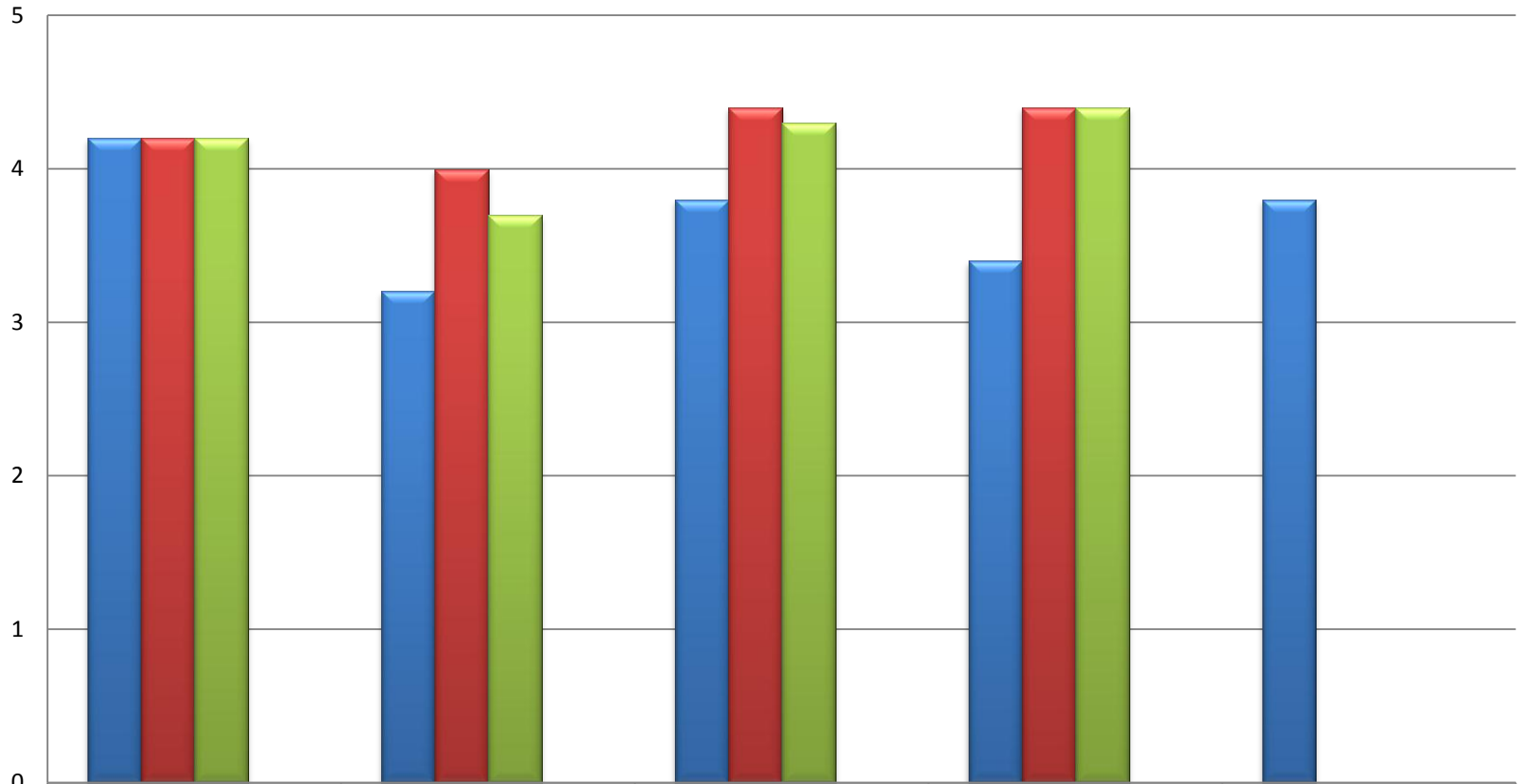
	Develops & implements comprehensive plan for pupil personnel services	Ensures accurate, comprehensive student record system is implemented	Implements policies & programs for student behavior & discipline	Ensures maintenance of programs for student health & safety	Serves as liaison between schools & community social agencies
Board	3.2	4.2	4.4	4.4	3.6
Administrators			4	4.1	3.9
Principals			3.7	4.1	3.7
Community			3.7	3.9	3.5

Communication & Interpersonal Relations



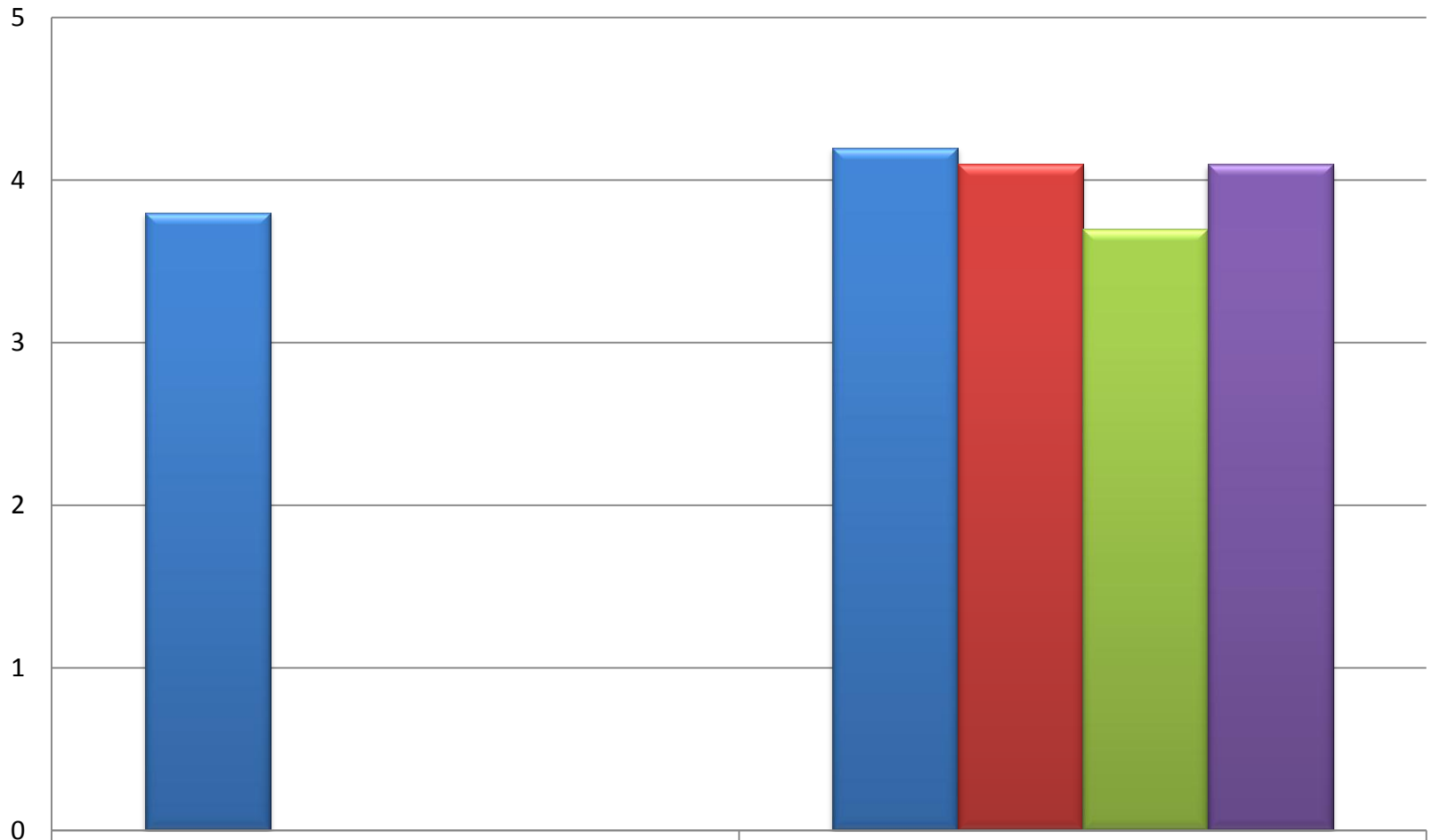
	Speaks clearly, correctly & coherently	Writes clearly, correctly & coherently	Establishes effective communication protocols & processes	Establishes effective interpersonal relationships	Personal characteristics
Board	4	4.2	2.8	3.4	4.2
Administrators	4.2	4.1	3.4	3.9	
Principals	4.1	4.3	3.7	4.1	
Community			3.2		

Professional Responsibilities



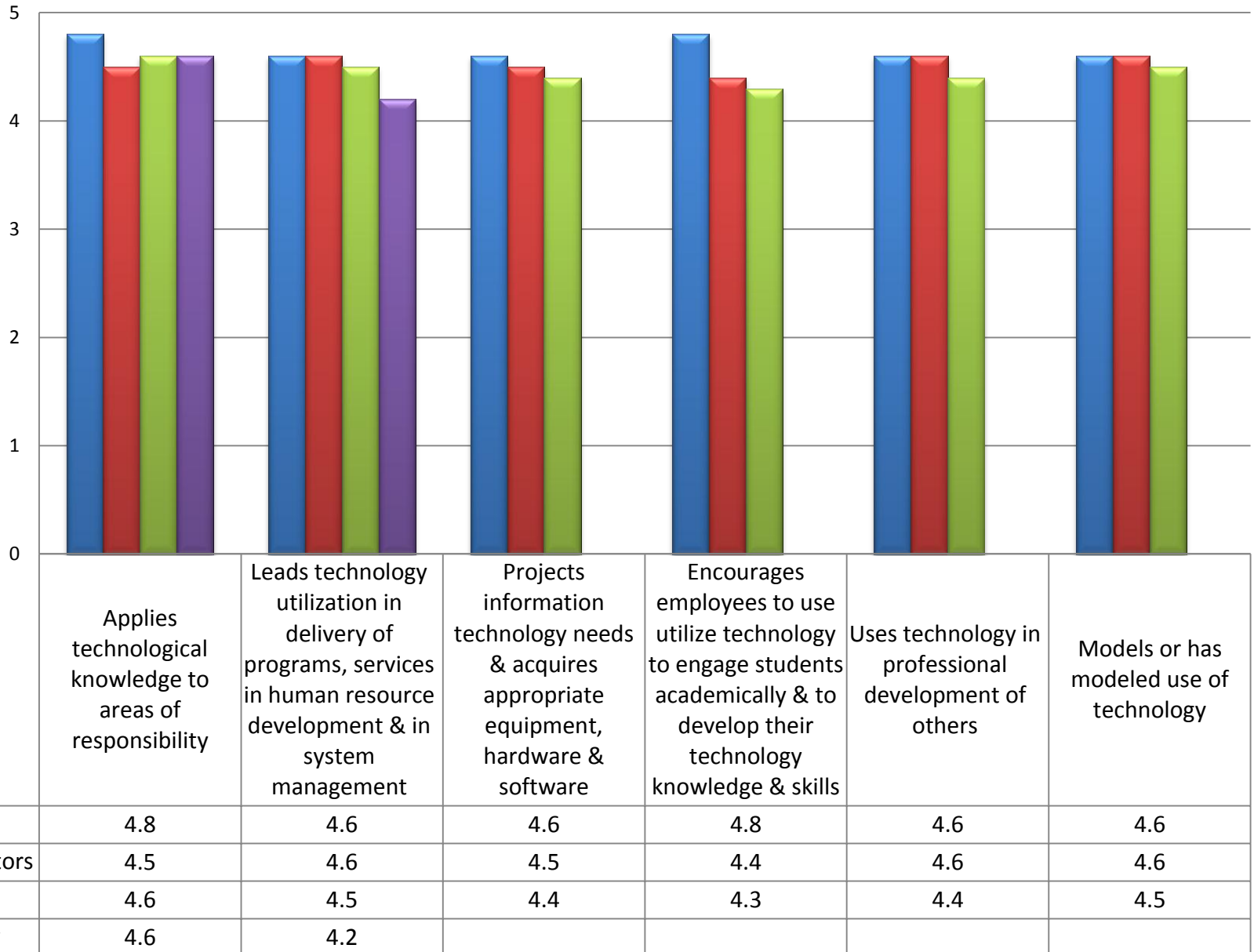
	Implements federal, state & local policies, laws & procedures	Selects appropriate channels for communicating/resolving concerns & problems	Performs duties in effective manner	Provides data to board & other agencies as requested	Performs duties in accordance with established job description
■ Board	4.2	3.2	3.8	3.4	3.8
■ Administrators	4.2	4	4.4	4.4	
■ Principals	4.2	3.7	4.3	4.4	
■ Community					

Professional Development & Leadership



	Professional development	Takes leadership role in improving education
Board	3.8	4.2
Administrators		4.1
Principals		3.7
Community		4.1

Technology Management





ALABAMA ASSOCIATION
OF
SCHOOL BOARDS

*Developing Excellent
School Board Leaders*

Questions???

June 9, 2014