

## *Hoover City Schools*

### *2011-2012 Superintendent Evaluation Summary*

#### Overview:

The following is a summary of the Hoover City Schools Board of Education performance evaluation of the Superintendent for school year 2011-2012. The results were compiled using the Hoover School Board evaluation tool and without specific reference to any Board member. The summary consists of general comments and a numerical indicator based upon the following scale:

- Exceeds Expectations: 3
- Meets Expectations: 2
- Does not meet expectations: 1

The results of the Superintendent Evaluation are intended to provide the Hoover community with an overall general indicator of the Superintendent's performance as defined by the Hoover School Board evaluation tool using general performance criteria for 7 areas of job responsibility. It also serves as guidance for the Superintendent in refining his effectiveness as a leader and assisting in his continued professional development. The Superintendent Evaluation is not intended for use as a formal performance improvement or developmental plan. Such plans if needed would be created outside the scope of this evaluation.

Using the scale above, the Total Score Results from 5 Board members for Job Performance Areas are:

- A. Relationship with the Board: 14
- B. Community Relations: 13
- C. Superintendent/Staff Relationships: 13
- D. Business and Finance: 15
- E. Educational Leadership: 14
- F. Personal Qualities: 14
- G. Achievement of Goals: 13

Overall Average: 13.71 ("Exceeds Expectations" for all 7 areas would result in an average of 15)

### Summary of the Evaluation:

Overall numerical performance ratings and comments confirm that Mr. Craig is performing at a very high level with strong relationships among stakeholders. His personal qualities and demonstrated leadership reinforce his success. The Board as a whole is very trusting of Mr. Craig and as such very receptive to and supportive of what he and his faculty and staff have been able to achieve with respect to the continued improvement in student learning.

### General Board Member Comments

- Mr. Craig demonstrates leadership, hard work and the ability to listen to district needs.
- He embraces the values and opinions of others in determining the direction of the school system.
- Always available to meet and discuss issues.
- Main asset is his ability to communicate with Board members
- A leader in the State concerning critical issues and influencer of state policy decisions.
- Enjoys a solid reputation in the community based upon honesty and trustworthiness.
- Webpage is not always updated due to amount of information.
- Good at process of situational leadership when interacting with staff.
- Retains employees' confidence which is instrumental in producing and retaining talent.
- Strongest skill set is his financial background couple with excellent financial planning skills.
- Very good at seeking advice from principals concerning facility needs and improvements.
- Leader in promoting the importance of measuring student progress systematically.
- Researches and travels to understand the best educational ideas that can advance learning within the Hoover Schools and its students.
- Person of integrity and honor.
- Worked diligently and consistently to improve his skills and expand knowledge of education.
- Caring, kind and always puts the interest of our students first
- Maintains poise and composure in the face of crisis and is careful to remain sensitive in highly emotional situations.
- Can laugh and at the same time remain in control commanding respect.
- Instills a culture of excellence by example.
- Effective in working with the Board to establish future goals.