

TRIMBLE COUNTY - Superintendent Performance Plan and Evaluation Form

Annual performance evaluation of the Superintendent is a Board duty prescribed by law and regulation. This process is intended to constructively provide; continual growth and development (of the Superintendent); accountability (to the citizenry); and an example for school employees toward improving their performance and contribution –all focused on improving Student learning achievement.

Performance Ratings

3 – Requirement exceeded

2 – Requirement met

1 – Improvement needed

0 – Not observed – cannot assess

Importance Weighting%

Performance Rating

LEADERSHIP

25%

2

Creates and maintains the desired future (vision) through influence on organizational values, individual and group goals, processes and systems. Uses appropriate interpersonal styles and methods in guiding individuals or groups toward goal achievement. Ensures the effective implementation of individual staff growth plans. Recruits and assigns the best available personnel in terms of their competencies. Effectively communicates with the Board. Encourages participation of appropriate staff members in planning, procedures and policy interpretation. Takes an active role in the development of salary and evaluation schedules for all personnel and recommends to the Board the levels, which, within budgetary limitations, will best serve the interests of the district. Maintains a satisfactory rating from staff, parents/guardians and students. Communicates information about the district and school education progress. Ensures that the laws relating to the schools, the administrative regulations of the Kentucky Board of Education, and the policies of the Board are carried out. Becomes actively involved in community activities. Develops friendly and cooperative relationships with news media, local law enforcement and community leaders. Improvement of progress reporting to parents/guardians.

CURRICULUM AND INSTRUCTION

15%

1.6

Develops curriculum, new programs and best practice strategies to ensure the needs of the students are being met. Have all students at or above reading grade level as measured by Scantron, CTB, STAR, CATS and DRA (Data will be benchmarked this school year). Have all students at or above math grade level as measured by Scantron, CTB, STAR, CATS and DRA. Improvement will be recognized in all students across the district in reading and math. Have all schools meet AYP (Annual Yearly Progress on NCLB). Implements programs, software, and professional development to ensure that the district and each school reaches or exceeds biennial student learning improvement expected to achieve proficiency by 2014.

STUDENTS

20%

2

Promotes diversity, enabling programs and events across a wide spectrum of potential achievement and development. Acknowledges in varying and demonstrative ways individual student achievement. Effectively manages student attendance, retention rate, behavior and disciplinary issues. Ensures the provisions for the health and safety of all students.

FINANCE

25%

2.3

Prepares a fiscally responsible, comprehensive budget and makes sound recommendations on budgetary matters. Evaluates financial needs and makes sound recommendations for adequate financing. Ensures the district maintains a state recommended contingency in Fund 1. Controls district spending. Maintains accurate accounting procedures and are in the guidelines as determined by the KDE audit. Keeps Board informed on budgetary trends that may have impact on the district's financial position.

OPERATIONS

15%

2.4

Ensures buildings and grounds are maintained on a regular cycle and within budget restraints. Ensures transportation needs are met and buses are maintained. Ensures opportunities are taken to improve operational services. Keeps informed on needs of the schools programs, plant, facilities, equipment and supplies. Development of a timeline and plan financially for building and/or renovating new facilities

2.675

100%

Overall Rating



Marcia Thuma
Superintendent

Vice-chair Trimble County School Board

3-16-11