

Superintendent's Annual Evaluation by the Simpson County School Board

The board of education of the Simpson County school district has completed Part II of the annual evaluation of Superintendent Jim Flynn for 2009-2010. The past year has been a positive one and a challenging one for education in our school district. All five school board members have served on the board for the majority of this year and have been able to observe and be a part of the successes achieved this year.

The second part of the evaluation focused on the Superintendents goals for 2009-2010. These goals were tied to the CDIP (Comprehensive District Improvement Plan). There are 3 components to the CDIP. Academic, Culture and Achievement Gap.

In the Academic Component of the CDIP, we have determined that Superintendent Jim Flynn's performance was excellent in all areas. Through his effort of collaboratively working with his Instructional leadership team in monthly meetings there has been ongoing leadership development through out the district. With the implementation of interventions such as MAP, writing , literacy plans and practical living studies it has created increased scores in math, writing and other curriculum. The second component of the CDIP was School Culture. In this portion the board determined that Superintendent Flynn's performance was excellent. There has been a great effort in communication to the students, parents and the business community by the Superintendent. He has implement the "One Call System" to alert all of any important and pertinent information. He does his Wildcat Message each week, he has been more involved in Business events, and making a tremendous effort to be more visible in each individual school. He has created a Superintendents Student Advisory Council to receive input from students in the FSHS to help the relationships between staff and students. He has taken extra effort to keep the board informed on any upcoming issues. There are surveys from the staff, students and parents to be used to reveal their opinion of their relative schools, in either agreeing or disagreeing with the statement, "For the most part, I am satisfied with this school." The goal is to have an 80% positive response. The third and last component of the CDIP is the Achievement Gap. The board determined that Superintendent Flynn's performance was good on this portion. Even though there has been great strides to increase our AYP we seem to still be falling short according to the State's standards. We praise the Superintendent for his work and effort to move this forward and with the district not meeting the States standards for the past eight years it has kept us on the lowest performing schools list. We know that Mr. Flynn is making every effort to move us off this list and we applaud him for this. Because of the States standards not being met we have given him a "good" and not "excellent on this portion. Each board member was given an opportunity to speak on each standard evaluated. There were positive comments made as to Superintendent Jim Flynn's

growth in all areas, and his ability to inspire others to strive for higher standards. He has nothing but the students education in mind, with his focus being to find ways to move the Simpson County School District to being a front runner in innovative education programs to inspire students to further their education.

The board determined that Superintendent Jim Flynn has done an excellent job of attaining the goal set by the board and superintendent in July of 2009 to continue the track and improvement on the CDIP, with great strides being made in all areas by each school, through his leadership and the work of the leadership team that he has pulled together. We have a school district that we can be proud of and can say that we are ahead of the standards through Superintendent Flynn's dedication to making this not a good district but a "Great District."

We will be working with Superintendent Jim Flynn in the beginning weeks of 2011 to develop goals for our district and look forward to working together to make our school district successful.

 12/29/10

Board Chairperson

Dave

Goal Statement: Culture

The superintendent's performance rating:

(circle one rating only for each goal)

- 0 UNACCEPTABLE
- 1 NEEDS IMPROVEMENT
- 2 GOOD
- 3 EXCELLENT
- 4 OUTSTANDING

Comments: Wes - 3
Big - 3
Greg - 3
Mary - 3
Dave - 3

Goal Statement: Achievement

The superintendent's performance rating:

(circle one rating only for each goal)

- 0 UNACCEPTABLE
- 1 NEEDS IMPROVEMENT
- ② GOOD
- 3 EXCELLENT
- 4 OUTSTANDING

Comments:

Wes - 2
Brij - ~~3~~
Nancy - 2
Grey - 2
David - 2

Goal Statement: Academic Performance

The superintendent's performance rating:

(circle one rating only for each goal)

0 UNACCEPTABLE

1 NEEDS IMPROVEMENT

2 GOOD

③ EXCELLENT

4 OUTSTANDING

Comments: David - 3
WBS - 3
Greg - 3
Brigitte - 3
Nancy - 3