

**The School Board of Broward County, Florida**  
**Annual Evaluation of the Superintendent**  
**2014-2015**

Directions: Use the scoring rubric identified for each standard to indicate the performance of the Superintendent. Indicate the rating by placing a √ in the box under the appropriate column. The definition of each rating is found in the *Guidelines and Timeline for the 2014-2015 Superintendent's Evaluation*. Use space associated with each standard, as needed, for specific comments.

Goals/Indicators	Scoring Rubric			
Goal 1: Leadership/Management (40%)	Highly Effective 4 points	Effective 3 points	Needs Improvement 2 points	Unsatisfactory 1 point
Ensure a high-functioning school system through quality leadership and collaboration with the School Board, staff, and stakeholders. Create conditions that result in strategically reimagining the district's vision, mission, and goals to ensure that every student graduates from high school globally competitive for work and postsecondary education and prepared for life in the 21st century.		X		
Maintain a climate that promotes open dialog with school administrators, teachers, students, and staff on issues of teaching and learning.	<div>Comments:</div> <div>The Superintendent continues to work with the Board and stakeholders in the development/refinement of Board policies and District initiatives.</div> <div>The Superintendent needs to continue to oversee staff to ensure proper guidelines and procedures are consistently being followed throughout the District. The need to further strengthen procedures is essential in meeting contractual obligations, budgetary constraints and further improving operational efficiencies.</div> <div>Superintendent needs to ensure that District management staff takes greater care and implements the necessary measures to ensure details associated with board meeting/workshop items, budget allocations, back up information and associated documents are accurate and properly developed in a timely manner.</div>			
Provide vision and strategic direction to district.				
Lead in an encouraging, participatory, and team-focused manner.				
Leverage talent of newly appointed staff in key roles to build effective leadership capacity in our schools and district departments.				
Demonstrate an understanding of organizational and educational leadership.				
Demonstrate an understanding of current legal, regulatory, and emerging issues and trends affecting education.				
Improve public trust and confidence in the institution and strengthen the focus on our core mission – student achievement.				
Delegate appropriate authority to staff and monitor their follow-through.				
Accurately evaluate senior staff performance to include ongoing commendations and constructive suggestions, and where appropriate, disciplinary measures.				
Respond timely and appropriately when faced with unforeseen events.				
Promote acquisition of grants, innovation and technological advancements that enhance student achievement, employee performance and effective operations.				
Keep Board informed of issues, needs, and operation of the school system in a timely manner.				
Appropriately interpret and execute the intent of Board policy.				
Create and maintain professional working relationship with Board.				
Continue collaboration with union and employee groups.				
<div>Suggested Evidence and Artifacts:</div> <div><ul style="list-style-type: none"><li>Strategic Plan and progress of the plan, including the articulation, implementation, stewardship and promotion of the strategic plan</li><li>Development and attainment of partnerships, grants and other resources to support initiatives</li><li>Results from outreach and collaboration with employees and their respective union/meet and confer groups</li><li>Presentations to internal and external stakeholders</li><li>Involvement in state and national organizations to provide input and influence local, state and national policy decisions</li><li>Development and refinement of Board Policies</li><li>Consistent and regular one-on-one meetings with Board members</li><li>Consistent communication apprising Board Members of critical issues at Board Workshops, Board Meetings and through emails and memoranda</li></ul></div>				

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Goal 2. High Quality Instruction (25%)	Highly Effective 4 points	Effective 3 points	Needs Improvement 2 points	Unsatisfactory 1 point
Improve student performance by focusing on raising academic rigor in teaching and learning among staff and students, and preparing students and staff for global competitiveness.	X			
Implement the transition to the Common Core State Standards and academic rigor that focuses on learning and excellence for schools and students.	<p>Comments:</p> <p>The Superintendent has continued to implement a variety of measures to improve overall student achievement. Strategies to assist minority students through enhanced strategies and initiatives have continued to provide enriched learning and mentoring opportunities.</p> <p>The Superintendent through the efforts of “Mi Gente Mi Escuela” has developed key programs (early education, mentoring and college/career readiness) to meet targeted goals that will further assist our Hispanic/ELL students.</p> <p>The Superintendent must continue his efforts involving all stakeholders to help address the findings identified in the Evergreen District ESE review</p>			
Apply effective methods of providing, monitoring, evaluating, and reporting student achievement to improve the learning process.				
Promote instructional strategies that include cultural diversity and differences in learning styles.				
Implementation of instructional and administrator evaluation systems focused on improving instructional and leadership practice.				
Support a broad range of academic and enrichment opportunities for all students focused on the development of well-rounded students.				
Analyze available instructional resources and assign them in a cost effective and equitable manner to enhance student outcomes.				
Promote the success of all students by ensuring management of the organization, operations and resources for a safe, efficient and effective learning environment.				
Improve outcomes for all students while reducing achievement gaps among subgroups, especially young Black male students.				
<b>Suggested Evidence and Artifacts:</b> <ul style="list-style-type: none"><li>• Student Achievement/Performance Data</li><li>• Implementation plan for Common Core State Standards</li><li>• Implementation plan for instructional and administrator evaluation systems</li><li>• Development and implementation of professional learning opportunities, plans and support systems to improve instruction and implement Common Core State Standards and Marzano instructional practices</li><li>• Development and implementation of initiatives/programs that support a well-rounded education that meet the social, cultural, and academic needs of students</li><li>• Utilization of quality assessments and interventions to enhance achievement</li></ul>				

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Goal 3. Continuous Improvement (20%)	Highly Effective 4 points	Effective 3 points	Needs Improvement 2 points	Unsatisfactory 1 point
Align resources and develop an organizational structure that supports operational effectiveness and efficiency to implement the District priorities focused on improving student achievement and business processes.		X		
Update and implement the District vision, mission, priorities and strategic plan that will serve as a system framework focused on comprehensive outcomes and measures.	<p>Comments: The Superintendent continues to develop vital partnerships that continue to enhance educational opportunities for our students including programs such as Chess, Debate, LEE0, Code.org, and Digital DLA.</p> <p>Additionally, the SSOS Initiative continues to provide redesign opportunities for our schools and our students. Progress benchmarks and continuous community outreach is paramount to the success of this initiative at respective schools.</p> <p>Critical Facility challenges will be addressed as the Bond program and SMART initiatives are implemented. As the program progresses, adherence to budgeted allocations and timeframes is paramount. Clear oversight and monitoring mechanisms must be in place by all involved in order to resolve any potential problems in an expeditious manner. The Superintendent needs to ensure that District Departments have the necessary procedures in place so that activities remain within budgeted allocations and goals/objectives are achieved.</p> <p>The Superintendent must continue to improve our efforts in minimizing assessments/testing that can assist our teachers and students.</p>			
Assess programs and organizational functions to redirect resources to maximize school improvement and focus on critical functions.				
Continue a quality strategic planning process that will forge critical partnerships, community and District relationships, translating the strategic plan into reality.				
Implement appropriate leadership and performance management techniques to define roles, assign functions, and to determine accountability for attaining organizational goals.				
Work collaboratively with the Board and appropriate staff to determine priorities for balancing the budget and for effective allocation of resources.				
Demonstrate budget management including financial forecasting, planning, cash flow management, account auditing, and monitoring.				
Develop, implement, promote, and monitor continuous improvement processes.				
<b>Suggested Evidence and Artifacts:</b> <ul style="list-style-type: none"><li>• Strategic Plan and progress of the plan, including the articulation, implementation, stewardship and promotion of the strategic plan</li><li>• Development and implementation of a performance management system</li><li>• Improved budget process incorporating enhanced planning, communication and resource distribution</li><li>• Development and implementation of innovative and entrepreneurial programs</li><li>• Analysis and recommendations for improvements to the organizational structure</li><li>• Redirection of resources to support schools</li><li>• Use of audits to improve practices and accountability</li></ul>				

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Goal 4: Effective Communication (15%)	Highly Effective 4 points	Effective 3 points	Needs Improvement 2 points	Unsatisfactory 1 point
Increase the effectiveness of internal and external communication with stakeholders to improve the District's image, as well as marketing initiatives that will lead to greater understanding and trust among and between, all facets of the District, community, and the School Board.		X		
Promote stakeholder involvement while establishing a communication system that effectively conveys District successes.	<div>Comments: Communication efforts educating the public regarding the Bond program were professionally administered. The Superintendent continues to effectively communicate with a variety of stakeholders in an effort to promote the District and solicit crucial feedback. He is clearly visible throughout the community and within our schools.</div> <div>Although improvements have been made, the Superintendent must continue to work with his staff to strengthen communication efforts that will ensure information shared with the Board and the public is accurate and transparent. Continuous outreach to all stakeholders must occur to ensure up-to-date information related to the Bond Program and other District initiatives is accurately communicated.</div>			
Develop formal and informal techniques to obtain external and internal perceptions of the District by means of surveys, listening tours, and personal contacts.				
Promote and communicate system priorities using a variety of communication tools.				
Design and implement a comprehensive communications plan.				
Solicit opinions/feedback from stakeholder groups and individuals and adjust actions as appropriate.				
Develop and maintain meaningful, respectful and cooperative relationships with the media, municipality, county, community and legislative representatives.				
Provide a visible presence throughout the district and the community.				
<div>Suggested Evidence and Artifacts:</div> <ul style="list-style-type: none"><li>Climate Surveys</li><li>Comprehensive communications plan</li><li>Outreach efforts to increase parent input and involvement</li><li>Outreach efforts to engage the community and businesses</li><li>Outreach efforts and collaboration with municipalities, universities, and legislative groups</li><li>Communication tools that enhance communication and customer service</li><li>Newsletters and public engagement documents designed to strengthen connections to the community</li></ul>				

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**COMMENTS:**

The Superintendent should be commended for his visibility in the schools and the community. I am confident the Superintendent will continue to have a strong leadership role in the creation of initiatives that will improve student achievement and move the District forward in a positive manner. The District would benefit from further strengthening procedures that would assist in improving operational efficiencies and business practices.

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**Overall Performance Evaluation Rating:**

Circle One: **Highly Effective**  
(3.400-4.000)

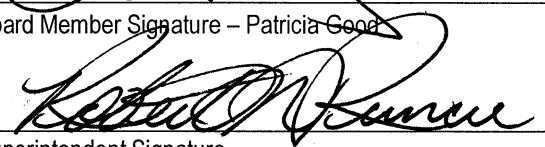
**Effective**  
(2.450-3.399)

**Needs Improvement**  
(1.450-2.449)

**Unsatisfactory**  
(1.000-1.449)

  
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Board Member Signature – Patricia Good

  
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Date

  
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Superintendent Signature

  
\_\_\_\_\_  
Date

**The School Board of Broward County, Florida**  
**Robert W. Runcie, Superintendent of Schools**  
**Superintendent Interim Evaluation Scoring Worksheet**  
**2014-2015**

Directions: This scoring worksheet will be used to calculate the overall performance rating. Indicate the rating by placing the number of points in the appropriate column. This worksheet will automatically calculate the points times the weight for each section and provide the total points to determine the overall performance rating. The corresponding overall performance rating (Highly Effective, Effective, Needs Improvement, or Unsatisfactory) should be indicated on the evaluation form. For descriptions of each rating, please refer to the scoring rubric on the *Guidelines and Timeline for the 2014-2015 Superintendent's Interim Evaluation*.

	Highly Effective 4 points	Effective 3 points	Needs Improvement 2 points	Unsatisfactory 1 point	
<b>Goal 1: Leadership/Management (40%)</b>					
Ensure a high-functioning school system through quality leadership and collaboration with the School Board, staff, and stakeholders. Create conditions that result in strategically reimagining the district's vision, mission, and goals to ensure that every student graduates from high school globally competitive for work and postsecondary education and prepared for life in the 21st century		3			1.20
<b>Goal 2: High Quality Instruction (25%)</b>					
Improve student performance by focusing on raising academic rigor in teaching and learning among staff and students, and preparing students and staff for global competitiveness	4				1.00
<b>Goal 3: Continuous Improvement (20%)</b>					
Align resources and develop an organizational structure that supports operational effectiveness and efficiency to implement the District priorities focused on improving student achievement and business processes		3			0.60
<b>Goal 4: Effective Communication (15%)</b>					
Increase the effectiveness of internal and external communication with stakeholders to improve the District's image, as well as marketing initiatives that will lead to greater understanding and trust among and between, all facets of the District, community, and the School Board		3			0.45
<b>Overall Performance:</b>					3.25

Board Member Signature: \_\_\_\_\_

