

The School Board of Broward County, Florida
Annual Evaluation of the Superintendent
2018-2019

Dr. Rosalind Osgood
School Board Member

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 2018-2019 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.		√		
Maintain a climate that promotes open dialog with school administrators, teachers, students, and staff on issues of teaching and learning.	<p>Mr. Runcie continues to work extremely hard to keep the District moving forward. Under Mr. Runcie's leadership the District has changed its' focus from organizational culture to organizational health. He has built cohesive leadership teams that are working collaboratively on all levels to improve student performance, better support teachers, develop leaders and increase organizational efficiencies.</p> <p>I commend Mr. Runcie for continuing to audit various operational practices to identify problems and implement solutions. This is a best practice approach to continuous improvement. Good leaders use facts and data to enhance operations.</p> <p>Public trust is one of Mr. Runcie's strengths. He continues to speak at community events. Under Mr. Runcie's leadership, the District has passed two referendum items. Members of the community have voiced their support of Mr. Runcie's leadership through press conferences, print media and during public speaking time at school board meetings and workshops.</p> <p>Mr. Runcie continues to work on building collaboration with union and employee groups.</p> <p>Although we recently restructured SDOP, there are still vast disparities when it comes to MWBE opportunities, especially with women and African American's. Mr. Runcie must improve in implementing Policy 3330.</p>			
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.				
Suggested Evidence and Artifacts:	<ul style="list-style-type: none"> • Strategic Plan and progress of the plan, including the articulation, implementation, stewardship and promotion of the strategic plan • Development and attainment of partnerships, grants and other resources to support initiatives • Results from outreach and collaboration with employees and their respective union/meet and confer groups • Presentations to internal and external stakeholders • Involvement in state and national organizations to provide input and influence local, state and national policy decisions • Development and refinement of Board Policies • Consistent and regular one-on-one meetings with Board members • Consistent communication apprising Board Members of critical issues at Board Workshops, Board Meetings and through emails and memoranda 			

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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.	√			
Implement the transition to the Common Core State Standards and academic rigor that focuses on learning and excellence for schools and students.	<p>Mr. Runcie continues to implement strategies that result in reducing race/ethnicity and socioeconomic achievement gaps in English Language Arts and Mathematics. We now have zero "F" Schools in the District. We continue to outperform the State on all levels of the FSA in Math and English Language Arts. This year we are 1% away from an "A" rating.</p> <p>Our Innovative Magnet Program continues to be recognized on both State and National levels. Mr. Runcie has expanded the Districts' rigorous academic programs such as the Cambridge and Dual Language programs. This year one of our students had the highest score on the Cambridge assessment in the Nation. Mr. Runcie has also created more career development opportunities for our technical school students and increased the number of students graduating with industry Based Certifications.</p> <p>Mr. Runcie has strengthened our literacy focused academic opportunities externally by putting mini libraries in low-income neighborhoods throughout the county. This year's third grade results from the FSA for English Language Arts indicated that Broward County Public Schools' third grade students test scores continue to improve and be above state average. Additionally, BCPS made the greatest percentage increase in A and B Schools. Our District also increased from 56 to 61 points, which is one point away from an A.</p> <p>I really like the various professional development approaches that allow teachers to learn from each other through a peer-to-peer approach. However, Mr. Runcie still has much work to do to reduce teacher retention rates and increase the paid training opportunities for Educational Support Professionals (ESPs).</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.				
Suggested Evidence and Artifacts:				
<ul style="list-style-type: none"> • Student Achievement/Performance Data • Implementation plan for Common Core State Standards • Implementation plan for instructional and administrator evaluation systems • Development and implementation of professional learning opportunities, plans and support systems to improve instruction and implement Common Core State Standards and Marzano instructional practices • Development and implementation of initiatives/programs that support a well-rounded education that meet the social, cultural, and academic needs of students • Utilization of quality assessments and interventions to enhance achievement 				

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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.	√			
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>Mr. Runcie has the responsibility of managing an extremely large number of people. He has strong leadership skills. He has demonstrated his ability to lead the District through critical times with integrity, resilience and adaptability.</p> <p>Mr. Runcie's leadership has resulted in improvements in budget management. The budget is better aligned with our strategic plan. Mr. Runcie has also made significant safety improvements. Mr. Runcie has transitioned the District's bus radio system off the County's radio system to a new local government radio system. Mr. Runcie has started to implement the new Network Enterprise Risk Management Framework through our new Safety, Security and Emergency Management Department. Mr. Runcie has done a great job implementing a new strategy to provide additional mental health services to our students and families.</p> <p>Mr. Runcie has also implemented a new BRACE Cadet program to improve our efforts to assist Seniors in preparing for life after high school. The BRACE Cadet program trains high school students to implement special projects in their schools to help their peers get ready for college and career opportunities after high school. Student also receive a monetary stipend.</p> <p>I really liked the streamlining of the Core Values from 16 complex statements to five short phrases comprising the "STARS" acronym. This approach will allow us to better align curriculum, initiatives and partnerships.</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.				
Suggested Evidence and Artifacts:				
<ul style="list-style-type: none"> • Strategic Plan and progress of the plan, including the articulation, implementation, stewardship and promotion of the strategic plan • Development and implementation of a performance management system • Improved budget process incorporating enhanced planning, communication and resource distribution • Development and implementation of innovative and entrepreneurial programs • Analysis and recommendations for improvements to the organizational structure • Redirection of resources to support schools • Use of audits to improve practices and accountability 				

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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.		√		
Promote stakeholder involvement while establishing a communication system that effectively conveys District successes.	<p>Comments:</p> <p>The District has made significant strides in improving communication. Restructuring the Public Relations Department and adding an actual Marketing Person will help to continue improving communication even more.</p> <p>I would like to see us utilize the Black press, Hispanic press and language focused radio outlets.</p>			
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.				
<p>Suggested Evidence and Artifacts:</p> <ul style="list-style-type: none"> • Climate Survey • Comprehensive communications plan • Outreach efforts to increase parent input and involvement • Outreach efforts to engage the community and businesses • Outreach efforts and collaboration with municipalities, universities, and legislative groups • Communication tools that enhance communication and customer service • Newsletters and public engagement documents designed to strengthen connections to the community 				

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COMMENTS:

n/a

Overall Performance Evaluation Rating: **3.45**

Circle One **Highly Effective** (3.400-4.000) Effective (2.450-3.399) Needs Improvement (1.450-2.449) Unsatisfactory (1.000-1.449)

Roalind Orzool

Board Member Signature

August 29, 2019

Date

Robert Runcie

Superintendent Signature

9/13/19

The School Board of Broward County, Florida
Robert W. Runcie, Superintendent of Schools
Superintendent Annual Evaluation Scoring Worksheet
2018-2019

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 2018-2019*

	Highly Effective 4 points	Effective 3 points	Needs Improvement 2 points	Unsatisfactory 1 point	
Goal 1: Leadership/Management 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
Goal 2: High Quality Instruction 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
Goal 3: Continuous Improvement 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	4				0.80
Goal 4: Effective Communication 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
Overall Performance:					3.45

Board Member Signature: 