

Superintendent's Annual Evaluation 2006-07 Instrument

Summary of Changes

Board Policy Obligations: No Changes from 2005-06

Contractual Obligations: No Changes from 2005-06

Strategic Plan Objectives:

Objective 1.1 – FCAT Achievement Targets updated for 2006-07.

Objective 1.2 – Objective reworded to reflect “Advanced Coursework” (combination of enrollment in Advanced Placement (AP), Dual Enrollment, Honors, and Level Three Courses) and also incorporates performance in Objective 1.2b.

- Performance is defined as “Score 3 or Higher on AP Exam, receive a grade “C” or higher in Dual Enrollment and be eligible for college credit, receive a grade “C” or better in Honors Courses, receive a grade “C” or higher in Level Three Mathematics and Science Courses.”

Objective 1.3 – Objective reworded to reflect “Advanced Coursework” (combination of enrollment in Advanced Placement, Dual Enrollment, Honors, and Level Three Courses) and also incorporates performance in Objective 1.3b.

- The enrollment target is based on an average of the enrollment totals in Advanced Placement, Dual Enrollment, Honors, and Level Three Courses taking into account the goal of a 7% increase by 2010 for minority groups. The 2006-07 targets for minority groups are 16.5% for Black Students, and 21.3% for Hispanic Students.
- Performance is defined as “Score 3 or Higher on AP Exam, receive a grade “C” or higher in Dual Enrollment and be eligible for college credit, receive a grade “C” or better in Honors Courses, receive a grade “C” or higher in Level Three Mathematics and Science Courses.”

Objective S1.6 – Added to reflect the Superintendent's One Voice Plan initiative.

Objective S2.1 – Class size targets have been updated to reflect School Level Targets as mandated by the Florida Department of Education (FDOE).

School Level Targets

PK-3	-	19.18
4-8	-	22.86
9-12	-	25.00

Objective S3.3 – Kept the 2005-06 target of 95% for construction projects over \$1,000,000 that will be completed within the approved timetables. A new projection for 2006-07 was not submitted.

Objective S4.1 – Adjusted targets for 2007 to read: “By 2007, customer satisfaction with BCPS has increased to 79.3% of students, 88.1% of parents, and 85.0% of teachers as measured by the Annual Customer Survey.”

BROWARD COUNTY PUBLIC SCHOOLS



Superintendent's Annual Evaluation 2006 ~ 2007

DR. FRANK TILL

Superintendent of Schools

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Vice Chair

BENJAMIN J. WILLIAMS
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STEPHANIE ARMA KRAFT, ESQ.
ROBERT D. PARKS, ED.D.
MARTY RUBINSTEIN

NONDISCRIMINATION POLICY STATEMENT

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA (HEREINAFTER REFERRED TO AS "THE BOARD") SHALL NOT DISCRIMINATE AGAINST STUDENTS, PARENTS OR GUARDIANS OF STUDENTS, EMPLOYEES, APPLICANTS, CONTRACTORS, OR INDIVIDUALS PARTICIPATING IN SCHOOL BOARD SPONSORED ACTIVITIES. THE SCHOOL BOARD IS COMMITTED TO THE PROVISION OF EQUAL ACCESS IN ALL STUDENT, EMPLOYMENT, AND BUSINESS PROGRAMS, ACTIVITIES, SERVICES, AND OPERATIONS THAT ARE OPERATED OR PROVIDED DIRECTLY BY THE BOARD, AS WELL AS THOSE OPERATED OR PROVIDED BY ANOTHER ENTITY ON BEHALF OF THE BOARD UNDER CONTRACTUAL OR OTHER ARRANGEMENTS. THIS POLICY IS ESTABLISHED TO PROVIDE AN ENVIRONMENT FREE FROM DISCRIMINATION AND HARASSMENT BASED UPON AGE, RACE, COLOR, DISABILITY, GENDER, MARITAL STATUS, NATIONAL ORIGIN, RELIGION, OR SEXUAL ORIENTATION.

IT IS THE INTENT OF THIS POLICY, AND RESPECTIVE PROCEDURES, TO SUPPORT AND IMPLEMENT PROTECTIONS AGAINST DISCRIMINATION AND HARASSMENT AS PROHIBITED BY THE CONSTITUTION, FEDERAL AND STATE STATUTES, COUNTY ORDINANCE, AND ALL OTHER APPLICABLE LAWS OR REGULATIONS.

AUTHORITY: F.S. 230.22(1)(2) & The Federal Americans with Disability Act

Policy Adopted 9/5/74 Policy Amended: 7/22/75; 3/4/82; 7/14/87; 5/18/93 Amended Policy Approved 3/18/97 4001.1



Instructions

Overview

The District Strategic Plan and the Superintendent of Schools' Employment Contract have been used to develop the core of the 2006-07 evaluation instrument.

Each item will receive a score of 1 through 4, if there is no basis by which to judge an item, N/A will represent the ranking. If a score of 1 or 2 is provided, evidence is required to substantiate the response. Fractional values such as 3.5 are permitted.

Instructions

Scoring:

For each item:

- Review the objectives and the supporting documentation that indicates whether each objective was attained.
- Assess a score from 1 to 4 (fractions, such as 3.5 are permitted) according to the evaluation scale table below. Do not assess scores below 1 or above 4. Enter the score in the box provided at the end of each category.
- Provide specific comments regarding strengths and areas requiring additional focus in the designated area at the end of each category.
- If there is no basis by which to judge the performance of duties within an indicator area, indicate N/A for that particular item.

Research Services will compute an average for the following categories: Board Policy Obligations, Contractual Obligations, and Strategic Plan Objectives, and an average for each School Board Member.

Rating Key

- | | |
|-----|--|
| 4 | More Than Acceptable – performance exceeds fully the standards and expectations. |
| 3 | Acceptable – performance meets fully the standards and expectations. |
| 2 | Less Than Acceptable – performance does not fully meet the standards and expectations. |
| 1 | Unacceptable – performance fails to meet the standards and expectations. |
| N/A | No basis for evaluation of performance. |

Space is provided at the end of the document for individual Board Member's general comments. It should be understood that the Superintendent does not personally achieve all objectives, but that he creates conditions and a positive culture so that the objectives are attained.



Superintendent's Evaluation Objectives

2006-07

Objective ¹	Item ²	Score	Comments (Examples of data to be provided)
Board Policy Obligations			
B1	The Superintendent operates the District in conformance with Board Policies.		Jim Notter
Overall comments for section.			
Contract Obligations			
C1	Provides educational leadership to ensure quality teaching and learning.		Provide evidence of quality teaching – teacher demographics and attendance, overall district achievement scores. Lynn Strong
C2	Remains current, and improves professional competency by known available means.		Provide evidence of professional affiliations, awards, and achievements for 2006-07 school year. Jim Notter
C3	Reports accurate information and analyses in a timely fashion to SBBC regarding student achievement and test scores.		Prepare a list of release information and analyses to SBBC regarding student achievement and test scores. Summarize overall trend. Katherine Blasik
C4	Serves as Chief Executive Officer of the school district and provides legislative leadership in accordance with state law and district policies.		Provide listing of legislative meetings attended, main contacts, and subject. Jim Notter
C5	Establishes appropriate, measurable, short and long-range goals with SBBC and District Personnel with clear criteria for determining achievement and evaluating outcomes.		Provide summary of tools used for establishing targets and strategies for evaluating the effectiveness of instruction. Jim Notter
C6	Reviews policies adopted by SBBC and makes appropriate recommendations to SBBC for revisions.		Provide listing of recommendations and actions taken during 2006-07 school year. Jim Notter
C7	Evaluates employees in accordance with Florida law, State Board of Education Rules, and policies adopted by SBBC.		Provide evaluation timelines. Lynn Strong
C8	Provides appropriate leadership and direction in planning and financing the maintenance of existing schools.		Provide overview of District Educational Facilities Plan for existing schools. Summarize progress during the 2006-07 school year. Benjamin Leong
Score: 4 = More Than Acceptable 3 = Acceptable 2 = Less Than Acceptable 1 = Unacceptable N/A = Not Observable Assess a score from 1 to 4 (fractions, such as 3.5 are permitted) according to the evaluation scale above.			

¹Objectives were derived from the Superintendent's employment contract (C) or the Strategic Plan (S).

²Progress will be prorated using the 2003-04 school year as a base year.



Superintendent's Evaluation Objectives

2006-07

Objective ¹	Item ²	Score	Comments (Examples of data to be provided)
Contractual Obligations (continued)			
C9	Provides appropriate leadership and direction in planning and financing of new schools.		Provide overview of District Educational Facilities Plan for new schools. Summarize progress during the 2006-07 school year. Benjamin Leong
C10	Advises and makes viable recommendations to SBBC which have led to actual sources of funding.		Provide copy of recommendations for 2006-07 funding sources. Benjamin Leong
C11	Promptly informs SBBC of critical issues.		Provide listing of critical issues and date information released to SBBC. Jim Notter
C12	Provides dependable leadership, guidelines, and directions to ensure implementation of SBBC's policies relating to: Earlean Smiley Curriculum Mike Garrettson Facilities Earlean Smiley Instruction Earlean Smiley Student Services Lynn Strong Personnel Benjamin Leong Budget Donnie Carter Business Affairs		Provide summary of each division's major accomplishments for the 2006-07 school year with comparison to 2005-06.
C13	Works well with parents and public to develop short- and long-range goals.		Develop and administer survey to provide feedback from key parent groups (e.g., District Advisory Council (DAC), Area Advisories, PTA). Keith Bromery
C14	Effectively represents the interests of SBBC and the school district with outside stakeholders.		Provide list identifying critical interests, stakeholders contacted, and method of informing School Board. Keith Bromery
C15	Maintains an effective community relations program.		Provide list of community relation program activities. Keith Bromery
C16	Establishes positive relationships with the media.		Provide list of major contacts with media, and editorial board meetings. Keith Bromery
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Superintendent's Evaluation Objectives 2006-07

Objective ¹	Item ²	Score	Comments (Examples of data to be provided)
Contractual Obligations (continued)			
C17	Maintains and regularly improves professional competency.		Provide listing of professional development activities for the 2006-07 school year. Lynn Strong
C18	Communicates competently with the community in an open, systematic and timely manner.		Summary data from Communications Department itemizing various communication vehicles utilized during the course of the year. Keith Bromery
C19	Conducts union negotiations in a professional and proficient manner.		Provide timeline of union negotiation activities. Jim Notter
Overall comments for section.			
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Superintendent's Evaluation Objectives

2006-07

Objective ¹	Item ²	Score	Comments (Examples of data to be provided)
Strategic Plan Objectives			
S1.1a	By 2007, the following percentages of students have met Broward growth targets in Reading: 79% of Grade 3, 76% of Grade 4, 72% of Grade 5, 69% of Grade 6, 69% of Grade 7, 58% of Grade 8, 48% of Grade 9, and 50% of Grade 10.		FCAT achievement data. Katherine Blasik
S1.1b	By 2007, the following percentages of students have met annual growth targets in Mathematics: 81% of Grade 3, 81% of Grade 4, 71% of Grade 5, 64% of Grade 6, 68% of Grade 7, 68% of Grade 8, 67% of Grade 9, and 72% of Grade 10.		
S1.1c	By 2007, the following percentages of students have met annual growth targets in Writing: 87% of Grade 4, 89% of Grade 8, and 87% of Grade 10.		
S1.2a	The Superintendent has met the 2006-07 annual growth target of increasing the proportion of students in high school who participate in Advanced Coursework (combining enrollment in Advanced Placement, Dual Enrollment, Honors, and Level Three Courses).		Broward growth target data for the district itemizing student enrollment in higher-level courses for Advanced Placement, Dual Enrollment, Honors, and Level Three Courses. Katherine Blasik
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Superintendent's Evaluation Objectives

2006-07

Objective ¹	Item ²	Score	Comments (Examples of data to be provided)
Strategic Plan Objectives (continued)			
S1.2b	The Superintendent has met the 2006-07 annual growth target of increasing the performance ³ of students in high school who participate in Advanced Coursework (combining enrollment in Advanced Placement, Dual Enrollment, Honors, and Level Three Courses).		Advanced Placement, Dual Enrollment, Honors, and Level Three Course performance data by ethnic group for Advanced Placement, Dual Enrollment, Honors, and Level Three Courses as compared to 2005-06. Katherine Blasik
S1.3a	The proportion of minority students in high school who participate in Advanced Coursework (Advanced Placement, Dual Enrollment, Honors, and Level Three Courses) have met annual growth targets during the 2006-07 school year: 16.5% Black Students 21.3% Hispanic Students		Advanced Placement, Dual Enrollment, Honors, and Level Three Course enrollment figures by ethnic group as compared to Broward growth targets for 2006-07. Katherine Blasik
S1.3b	The proportion of minority students in high school who perform ³ Advanced Coursework (Advanced Placement, Dual Enrollment, Honors, and Level Three Courses) has increased during the 2006-07 school year.		Advanced Placement, Dual Enrollment, Honors, and Level Three Course performance data by ethnic group for Advanced Placement, Dual Enrollment, Honors, and Level Three Courses as compared to 2005-06. Katherine Blasik
S1.6	The percentage of students at Superintendent Schools making learning gains has increased from 2005-06.		Learning gains. Katherine Blasik
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Superintendent's Evaluation Objectives 2006-07

Objective ¹	Item ²	Score	Comments (Examples of data to be provided)
Strategic Plan Objectives (continued)			
S2.1	The District has met 2006-07 state class size targets: <i>School Level Targets</i> <div style="margin-left: 40px;"> PK-3 - 19.18 4-8 - 22.86 9-12 - 25.00 </div>		Class size data. Katherine Blasik
S2.2	In accordance with state and federal guidelines, there will be an increase over 2005-06 in the number of core subject area instructional staff that has met the highly qualified status.		Instructional Staffing to provide percentage of highly qualified teachers for all core subject areas by school. Lynn Strong
S2.4	For the 2006-07 school year, there was an increase in the percentage of respondents on an annual survey that indicated they felt secure at school.		Customer Survey Data. Katherine Blasik
S2.5	All IT Blueprint timelines have been met.		Further discussions of IT Blueprint decisions will take place in 2006-07 and specifics of data will be incorporated into the Superintendent's Evaluation. Vijay Sonty
S3.3	By 2007, 95% of construction projects over \$1,000,000 have been completed within the approved timetables.		Summary of Five Year Capital Plan with construction projects \$1,000,000 (and over) with projected timelines and current status. Michael Garretson
S4.1	By 2007, customer satisfaction with BCPS has increased to: 79.3% of students, 88.1% of parents, and 85.0% of teachers as measured by the Annual Customer Survey.		Customer Survey Data. Katherine Blasik
Overall comments for section.			
<p style="font-size: small; color: blue;">Score: 4 = More Than Acceptable 3 = Acceptable 2 = Less Than Acceptable 1 = Unacceptable N/A = Not Observable Assess a score from 1 to 4 (fractions, such as 3.5 are permitted) according to the evaluation scale above.</p>			

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