



# Superintendent Evaluation

BELLVILLE ISD | 518 SOUTH MATHEWS STREET | BELLVILLE, TX | 77418 | PH: (979) 865-3133 | [WWW.BELLVILLEISD.ORG](http://WWW.BELLVILLEISD.ORG)  
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## GOALS:

- Develop and attain local standards for high levels of integrated learning and performance. [LEARNING]
- Foster a connected, collaborative, and strategic approach to continuous improvement for the district. [LEADERSHIP]
- Create a culture that attracts, develops, and retains exceptional individuals to be part of our district and community. [CULTURE]
- Cultivate connections in our schools and community to ensure all feel safe, valued, and engaged in meaningful ways. [COMMUNITY]

## EVALUATION:

Each area of performance and progress toward goals will be awarded a numeric rating on a scale in which:  
(1)=Needs Improvement/Unsatisfactory; (2)= Satisfactory Progress/Proficient; (3)= Exceeds Expectations/Accomplished

Goal 1: [LEARNING] Develop and attain local standards for high levels of integrated learning and performance.				
AIM/ANTICIPATED OUTCOME	ACTIONS/EVIDENCE	MO Y	EOY	FEEDBACK:
BISD will perform at or above an "average"/"B" level of performance on all areas measured by the state accountability system.	<ul style="list-style-type: none"> <li>• <a href="#">Current Ratings-August 2019:</a></li> <li>• <a href="#">Academic Trends-Data Analysis:</a></li> <li>• 2020 Ratings-TBD</li> </ul>			
Engage stakeholder groups to develop a Portrait of a Graduate	<ul style="list-style-type: none"> <li>• <a href="#">Stakeholder Input Survey &amp; Results</a></li> <li>• <a href="#">Portrait of a Graduate</a></li> </ul>			
Develop coherent sequences for academic course offerings that align with student interests.	<ul style="list-style-type: none"> <li>• <a href="#">Learning Trip-Exposure to CTE Programs (Oct. 2019)</a></li> <li>• <a href="#">Survey for Student/Parent Course Interests</a></li> <li>• Course Input Data: <a href="#">Parent</a>, <a href="#">Stu-I</a>, <a href="#">Stu-II</a></li> <li>• <a href="#">Publish updated 6-12 BISD Course Catalogue for 2020-2021 Course Selection</a></li> <li>• <a href="#">Expand Course Offerings</a></li> <li>• <a href="#">Align staffing and resources to support academic programs of study: (Master Schedule, FTE's, Coding)</a></li> </ul>			

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## Goal 2: [LEADERSHIP]

Foster a connected, collaborative, and strategic approach to continuous improvement for the district.

AIM/ANTICIPATED OUTCOME	ACTIONS/EVIDENCE	MOY	EOY	FEEDBACK:
Develop an active District Advisory Council	<ul style="list-style-type: none"> <li>• <a href="#">Committee Membership Roster &amp; Meeting Dates</a></li> <li>• Development of 2020-2021 Calendar: (A, B, C)</li> <li>• <a href="#">Develop a long-range strategic improvement plan</a></li> <li>• <a href="#">District of Innovation Plan</a></li> <li>• Updated Templates for District &amp; Campus Needs Assessments &amp; Improvement Plans</li> </ul>			
Develop a Capital Improvement Plan	<ul style="list-style-type: none"> <li>• <a href="#">Board-Campus Walks</a></li> <li>• Convene Capital Assessment Committee</li> <li>• <a href="#">Draft Capital Improvement Plan</a></li> <li>• Real-Estate Management &amp; Investment Plan</li> </ul>			
Develop a Technology Integration Plan	<ul style="list-style-type: none"> <li>• <a href="#">Direction for Technology Leadership</a></li> <li>• Draft: <a href="#">Technology Integration Plan</a> inclusive of vision, refresh, and training/capacity building;</li> <li>✓ Stakeholder Input Meetings</li> </ul>			
Create Administrative Regulations to Support Awareness & Alignment of Efficient Implementation of Best Practices	<p>Administrative Procedure Manuals for:</p> <ul style="list-style-type: none"> <li>• Multi-tiered Systems of Support</li> <li>• 504</li> <li>• Special Education</li> <li>✓ Registration (Online in 2020)</li> <li>• Academic Grading Guidelines</li> <li>• Nursing Practices-Family Forms &amp; Medication Management</li> <li>• Campus Handbooks &amp; Code of Conduct</li> </ul>			



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## Goal 3: [CULTURE]

Create a culture that attracts, develops, and retains exceptional individuals to be part of our district and community.

AIM/ANTICIPATED OUTCOME	ACTIONS/EVIDENCE	MOY	EOY	FEEDBACK:
Develop measures to gauge employee satisfaction & increase retention	<ul style="list-style-type: none"> <li>Stakeholder input meetings;</li> <li>Stakeholder survey &amp; results;</li> <li>Employee retention &amp; attendance rates</li> </ul>			
Improve recruitment tools and onboarding processes	<ul style="list-style-type: none"> <li><a href="#">Hiring Chief Talent Officer</a></li> <li>Marketing tools (Facebook)</li> <li>Recruitment events</li> <li>Onboarding process and resources</li> <li>HR Overview (Aug. 2019)</li> <li>Update HR Overview (Summer 2019)</li> </ul>			
Enhance efforts to ensure all feel valued and appreciated	<ul style="list-style-type: none"> <li>✓ Beginning of the year goody bags</li> <li>✓ Convocation</li> <li>✓ Halloween Popcorn Hands</li> <li>✓ December Luncheons</li> <li>✓ BISD Coffee Mugs</li> </ul>			
Invest in the development of leadership capacities, collaboration, and empowerment of our administrators, campus-leaders, teachers, and staff	<ul style="list-style-type: none"> <li>✓ <a href="#">BISD Organizational Structure</a></li> <li>✓ Counselor Meetings (Every Other Month)</li> <li>✓ Principal &amp; Leadership Meetings (Monthly)</li> <li>✓ AP Meeting Agendas (Every Other Month)</li> <li>✓ Operational Director/Academic Directors (Monthly)</li> <li>✓ Student Advisory Meeting Agendas (BHS)</li> <li>• Leadership &amp; Learning Opportunities:               <ul style="list-style-type: none"> <li>○ <a href="#">Turquoise Table Book Series</a></li> <li>○ <a href="#">Learning Trip (Oct. 21-22)</a></li> <li>○ January PD-<a href="#">Enjoy Learning</a> /<a href="#">Agenda</a> / <a href="#">Feedback</a></li> <li>○ February District PD Day</li> </ul> </li> </ul>			



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## Goal 4: [COMMUNITY]

Cultivate connections in our schools and community to ensure all feel safe, valued, and engaged in meaningful ways.

AIM/ANTICIPATED OUTCOME	ACTIONS/EVIDENCE	MOY	EOY	FEEDBACK:
Promote a safe environment for all stakeholders	<ul style="list-style-type: none"> <li>• <a href="#">Former Safety Audit</a></li> <li>• 2020 Safety Audit</li> <li>• <a href="#">Safety Plan</a></li> <li>• Safety Practices</li> <li>• Communication of Safety Procedures &amp; Resources</li> </ul>			
Connect with community leaders and groups	<ul style="list-style-type: none"> <li>✓ Young Life (Aug.)</li> <li>✓ Church leaders x 4: (Aug/Sept)</li> <li>✓ EDC (Aug)</li> <li>✓ Chamber (Aug)</li> <li>✓ Lions Club (Oct.)</li> <li>• Other-TBD</li> <li>• Host "State of the District" Events (Oct/April)</li> <li>✓ District Advisory Council</li> <li>✓ Pickleball</li> </ul>			
Attend district & community events	<ul style="list-style-type: none"> <li>✓ See BISS Facebook Page</li> <li>• See NPoenitzsch Google Calendar</li> </ul>			
Enhance communication outlets with the community	<ul style="list-style-type: none"> <li>• <a href="#">BISD Facebook Page</a></li> <li>• <a href="#">Website Updates</a></li> <li>• Board Walks On Campuses &amp; <a href="#">Email Addresses</a></li> <li>• BISD Newsletters: <a href="#">Vol. 1</a>, <a href="#">Vol. 2</a>, <a href="#">Vol. 3</a></li> <li>• Bellville Times: <a href="#">Sept</a>, <a href="#">Oct</a>, <a href="#">Dec</a>, <a href="#">Jan</a>, <a href="#">BISD Hires</a></li> <li>• Community Feedback: <a href="#">Email</a></li> </ul>			



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## LEADERSHIP ATTRIBUTES:

Texas Education Code Superintendent Standards.

DESIRED ATTRIBUTE	ACTIONS/EVIDENCE	MOY	EOY	FEEDBACK:
<p>[VALUES &amp; ETHICS]            Acts with integrity, fairness, and in an ethical manner.</p> <p><a href="#">BISD Candidate Profile</a></p>	<ul style="list-style-type: none"> <li>Model integrity in decision-making, actions, and behaviors;</li> <li>Serve as an articulate spokesperson; (See Bellville Times, <a href="#">Lions Club Presentation</a>, <a href="#">GAPT Presentation</a>)</li> <li>✓ Participate in professional development; (TASA New Superintendent Academy, Region 6 Supt Meetings, Mid-winter)</li> <li>Maintain personal and emotional wellness;</li> <li>Be a courageous champion for kids</li> </ul>			
<p>[SHARED VISION]            Develops a vision of learning that is shared and supported by the school community</p>	<ul style="list-style-type: none"> <li>Establish a culture that promotes learning, high expectations, and academic rigor for self, staff and students;</li> <li>Develop a shared vision; (<a href="#">Convocation Agenda/Presentation</a>, <a href="#">Board Retreat</a>, <a href="#">Leadership Retreat</a>, <a href="#">Board Workshop</a>, <a href="#">January PD</a>)</li> <li>✓ Involve all stakeholders in planning processes;               <ul style="list-style-type: none"> <li>Leadership Team Meetings</li> <li>DAC</li> <li>Board</li> <li>Visited All Campuses Nov/Dec</li> </ul> </li> <li>Encourage and model innovative thinking and risk taking and view problems as learning opportunities;</li> <li>Promote appreciation of diversity in the education community.</li> </ul>			
<p>[HUMAN RESOURCES]            Implement a staff evaluation and development system to improve the performance of all staff members.</p>	<ul style="list-style-type: none"> <li>Implement a comprehensive professional development plan; (<a href="#">Hired Chief Academic Officer</a> + PD Plan in Progress)</li> <li>Implement effective strategies for the recruitment, selection, induction, development, and promotion to the staff; (<a href="#">CTO Hiring Process/Tools</a>, <a href="#">CAO Hiring Process/Tools</a>)</li> <li>Institute staff evaluation models to include both formative and summative assessment;</li> <li>Improve organizational health/morale by providing on-going support to personnel;</li> </ul>			
<p>[POLICY &amp; GOVERNANCE]            Promote student success by understanding, responding to, and influencing the larger cultural context and working with the board to define mutual expectations, policies, and standards.</p>	<ul style="list-style-type: none"> <li>Demonstrate appropriate knowledge of legal issues facing education;</li> <li>Provide leadership in defining superintendent and trustees roles (<a href="#">Board YAG</a>), mutual expectations, and an effective superintendent-board relationship; (<a href="#">Retreat</a>)</li> <li>Prepare and recommend policies to improve student learning and district performance;</li> <li>Demonstrate <a href="#">effective writing</a>, speaking, and listening skills. (Newsletters: <a href="#">Vol. 1</a>, <a href="#">Vol. 2</a>, <a href="#">Vol. 3</a>)</li> </ul>			

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Texas Education Code Superintendent Standards.

DESIRED ATTRIBUTE	ACTIONS/EVIDENCE	MOY	EOY	FEEDBACK:
[COMMUNICATION & COMMUNITY RELATIONS] Promote student success by collaborating with families and community members.	<ul style="list-style-type: none"> <li>Effectively engage parents, businesses, colleges, and <a href="#">community groups</a> and leaders in attainment of district goals;</li> <li>Effectively communicate with and gather input from all stakeholders; <a href="#">Course Input</a>, <a href="#">Bellville Way Input</a>, <a href="#">Portrait of a Graduate Input</a></li> <li>Obtain and constructively respond to accurate perceptions of the district, staff, and community;</li> <li>Use effective consensus-building and conflict-management skills;</li> <li>Use proactive communication strategies to enhance and promote the district's vision. (<a href="#">Facebook Page</a>)</li> </ul>			
[ORGANIZATIONAL LEADERSHIP] Lead and manage organization operations and resources for a safe, efficient, and effective learning environment.	<ul style="list-style-type: none"> <li><a href="#">Define roles, assign functions, delegate effectively</a>, and determine accountability for goal attainment;</li> <li>Gather and analyze data to make informed decisions;</li> <li>✓ Implement change processes for organizational effectiveness; (See links in Weekly Board Updates)</li> <li>Perform effective budget planning, management, and reporting; (<a href="#">Compensation Video</a>)</li> <li><a href="#">Manage time to maximize attainment of goals.</a></li> <li><a href="#">See Superintendent Year-at-a-Glance</a></li> </ul>			
[PLANNING AND DEVELOPMENT] Design and implement strategic plans that enhance teaching and learning.	<ul style="list-style-type: none"> <li>Implement curriculum planning methods to anticipate and respond to occupational and economic trends and to achieve optimal student learning; (2020-2021)</li> <li>Ensure instructional continuity and integrity across the school district; (2020-2021)</li> <li>Develop collaborative processes to ensure implementation of effective scope, sequence, content, and alignment; (<a href="#">Chief Academic Officer</a>)</li> <li>Facilitate the use of <a href="#">technology</a> and information systems to enrich and enhance learning;</li> <li>Facilitate creative, critical-thinking, and problem-solving by all stakeholders; (<a href="#">Work in Progress</a>)</li> <li>Facilitate effective coordination of curricular and extra-curricular programs.</li> </ul>			
[INSTRUCTIONAL LEADERSHIP] Serve as an educational leader who advocates and nurtures a culture conducive to student learning and staff professional growth.	<ul style="list-style-type: none"> <li>✓ Create conditions that empower staff, students, families, and the community to strive to achieve the district's vision; (<a href="#">Work in Progress</a>; Ongoing)- <a href="#">See Feedback</a></li> <li>Develop a learning organization that supports instructional improvement, implementation of appropriate curriculum, incorporates best practice and is conducive to learning; (<a href="#">Work in Progress</a>)</li> <li>Support student programs to fulfill development, social cultural, athletic, leadership, and scholastic needs;</li> <li>Ensure students with special needs are provided quality, flexible, instructional programs and services.</li> </ul>			

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## OTHER

Summative Feedback/Comments:

Areas for Growth/Focus Moving Forward and/or Areas of Concern:

Additional Insight on Expectations for Performance Moving Forward:

### SUMMATIVE EVALUATION:

- Below Expectations
- Meets Expectations
- Exceeds Expectations

Board President's Signature & Date

Superintendent's Signature & Date

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