

Waskom ISD Board of Trustees

Priority Performance Goals

2010-2011

Rating Scale:

E-Exceptional Progress exceeds the expectations and criteria noted in the instrument

P-Proficient Progress meets the expectations and criteria noted in the instrument

N-Needs Improvement Progress does not meet the expectations and criteria noted in the instrument

*District Priority Goal-Improvement of the District Attendance Percentage

Six Week and Daily Attendance Reports will be used to determine if the District Attendance Percentage has improved.

*Superintendent Priority Goal-The District will maintain a 96.5 % Attendance Percentage for the 2010-2011 school year.

*Rating-

*Comments-

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*District Priority Goal-Improvement of the Positive Student Behavior in the District

The faculty and staff will document the results of the student success on the "Positive Student Behavior Plan".

*Superintendent Priority Goal-Improvement of the Positive Student Behavior in the District

Each campus principal will develop and implement a "Campus Positive Student Behavior Plan".

These plans will contain creative and motivational strategies to increase the positive student behaviors on each campus. These plans will be presented to the Waskom ISD Board of Trustees at the Regular September 2010 School Board Meeting.

*Rating-

*Comments-

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*District Priority Goal-Improvement of the Parental Involvement in the District

Documentation of parents attending activities, meetings, athletic contests and events hosted or sponsored by the school district.

*Superintendent Priority Performance Goal-Improvement of the Parental Involvement in the District

Each campus principal will develop and implement a "Campus Parental Involvement Plan". These plans will contain creative and motivational strategies to increase the parental involvement on each campus. These plans will be presented to the Waskom ISD Board of Trustees at the Regular September 2010 School Board Meeting.

*Rating-

*Comments-

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*District Priority Goal-Improvement of the District Financial Condition

FIRST-(Financial Integrity Rating System of Texas), Board Approved District Budget and Annual District Audit Report will be used to determine if the District Financial Condition has improved.

*Superintendent Priority Goal-The District will have a "Superior" rating on the FIRST (Financial Integrity Rating System of Texas), a 2.2 million dollar general fund balance and a balanced district maintenance and operation budget.

*Rating-

*Comments-

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*District Priority Goal-Improvement of the District Extra-Curricular Programs (Participation and Performance)

The number of students participating and the success of these programs will be used to determine if the extra-curricular programs are improving.

*Superintendent Priority Goal-The district will increase the number of students that are participating and advance past the first level of competition.

*Rating-

*Comments-

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*District Priority Goal-Improvement of the District Academic Instruction Program

The District and Campus Academic Excellence Indicator System, Reporting Period Grades, Promotion/Retention Rate and Dropout/Completion Rate will be used to determine if the District Academic Instruction Programs have improved.

*Superintendent Priority Performance Goal-Improvement of the District Academic Instruction Program

The District will have three Recognized campuses, a reporting period failure rate of 14 % or less, a promotion/retention rate of 4 % or less, a dropout rate of 4 % or less and a completion rate of 87 % or higher.

*Rating-

*Comments-

Annual Superintendent Evaluation Information

1-10-11

I am currently on a three year term contract. The current three year term contract extends through June 30, 2013. It is customary to extend the contract for one additional year assuming that the school board is satisfied with the performance of the Superintendent. A one year extension of the current three year term contract will make the new contract extend through June 30, 2014.

*"I move to extend the current three year term contract of Jimmy E. Cox-Waskom ISD Superintendent for one year which will make the new three year term contract extend through June 30, 2014."

This motion requires a second and a majority vote.

My current salary for the 2010-2011 school year is \$96,196.00. I am providing information on a salary increase below:

Current Salary	% increase	Total Increase	Total Salary
\$96,196.00	3 %	\$2,886.00	\$99,082.00
\$96,196.00	4 %	\$3,848.00	\$100,074.00
\$96,196.00	5 %	\$4,810.00	\$101,106.00

*"I move to increase the annual gross salary of Jimmy E. Cox-Waskom ISD Superintendent by _____ % which will make the annual gross salary for the 2011-2012 school year become \$_____."

My current benefit package is very basic. The school district pays my actual travel, cell phone, and professional dues. Any discussion on the benefit package will be very acceptable at this time.

Superintendent Evaluation

*District Attendance-(2008-2009)-95.6 % As of Dec. 1, 2010-96.64%

*Positive Student Behavior Plan-Decreased number of students assigned to SAC (Student Assignment Center) and DAEP (District Alternative Education Program) Campus environment appears to be much more positive.

*Parental Involvement Plan-Parent and Teacher Organizations at Middle School and Elementary School. Athletic, Band and Ag. Booster Clubs at High School. The focus this year has been on Positive Relationships with Parents.

*Financial Status- FIRST Rating for 2008-2009 was Superior. This is the 9th consecutive Superior Rating for Waskom ISD. Undesignated Fund Balance as of August 31, 2010 is \$2,449,125.00. Waskom ISD has a projected balanced budget for the school year 2010-2011.

*Participation and Performance of Extra-curricular Programs is increasing each year. Athletics, Band, Ag. (FFA), UIL Academic had very good participation and performance in 2009-2010.

*Dropout Rate for 2008-2009 was 1.1 %.

Completion Rate for 2008-2009 was 90.0 %.

Failure Rate for 2009-2010 was 12 %.

Retention Rate for 2009-2010 was 2 %.

Elementary-Recognized Middle School-Acceptable High School-Recognized

**Commissioner-Recommended Student Performance Domain/Superintendent Appraisal
WORKSHEET (updated November 2009)**

To be included as one component of the locally developed appraisal instrument

Texas statute requires that the board use the district performance report as a primary consideration in its appraisal of superintendent performance (TEC §39.054). This worksheet provides an analysis of district student performance based on the district AEIS and AYP reports. **NOTE: Until the AEIS report becomes available, the District Accountability Data Table may be used to locate the requested data for this form. Instructions preceding each section will help in locating appropriate data.**

To meet the statutory requirement for primary consideration, the board should consider the information on this worksheet in discussing and evaluating each area of superintendent responsibility on the local appraisal instrument. Such areas of responsibility often include: instructional management; personnel management; student management; management of fiscal, administrative, and facilities functions; organization morale; organization improvement; school-community relations; school board relations; and professional growth and development.

The information on this worksheet should be used as only one indicator of the success of the superintendent in managing specified areas of district operations for increased student achievement. In addition, the board should use locally determined and other indicators of success in discussing and evaluating the job performance of the superintendent in specified areas of responsibility.

Goals for the superintendent should ideally be developed by board consensus in collaboration with the superintendent.

Superintendent Jimmy E. Cox Date 12-13-10 District Waskom ISD

Directions: The superintendent should use the current district and campus AEIS and AYP reports to complete Steps 1-4.

Step 1. Select District AEIS Accountability Rating:

- Exemplary Recognized Academically Acceptable Academically Unacceptable Not Rated

Step 2. District ²⁰⁰⁹⁻²⁰¹⁰ ~~2008-2009~~ AYP Status Label: missed AYP

Met AYP Missed AYP

If missed AYP, give reason:

Performance Math and Reading

Participation _____

Other Measure _____

Superintendent Comments: Waskom ISD met AYP in the school year 2002-2009. A district has to miss AYP two consecutive years before a SIP (School Improvement Plan) is required.

**Commissioner-Recommended Student Performance Domain/Superintendent Appraisal
WORKSHEET (updated November 2009)**

Step 3. Adequate Yearly Progress (AYP) campus status. Indicate types of campuses (i.e., elementary, secondary, etc.) and indicate number of campuses within each category. Indicate number of campuses within each type which "Met AYP" or "Missed AYP" for Reading/LA and Mathematics. When needed, use "NA" to indicate not applicable.

District AYP Information		Reading/LA		Mathematics		Graduation Rate		Attendance	
Campus Type	Number	# Met AYP	# Missed AYP	# Met AYP	# Missed AYP	# Met AYP	# Missed AYP	# Met AYP	# Missed AYP
EX. HS	5	3	2	2	3	4	1	NA	NA
HS	1	1		1		1		1	
DIS	1	1		1		N/A		1	
ELEM.	1	1		1		N/A		1	

Superintendent Comments: All three Waskom ISD campuses "Met AYP," District "Missed AYP" because sub groups with 50 or more students count toward AYP.

Step 4. Summary of current year results.

A. Post district State Assessment results below. If the AEIS report is not available, the District Accountability Data Table Performance Results may be used. Requested TAKS data can be located in AEIS, "Sum of All Grades Tested" (Standard Accountability Indicator); or Data Table, "Performance Results".

In the space provided beside results for the indicated group, use "+", "-", or "=" to indicate change from the previous year. When needed, use "NA" to indicate not applicable.

TAKS "Sum of All Grades Tested"	District*	AA*	H*	W*	NAm	A/PI	Spec. Ed	Eco. Dis.*	LEP
EXAMPLE	88% +	84% +	79% =	93% -	N/A	N/A	-	78% +	-
TAKS Reading/ELA	86 =	81 +	79 +	89 -	N/A	N/A	41 -	24 +	57 +
TAKS Math	80 +	71 +	91 +	83 +	N/A	N/A	28 -	75 +	73 +
TAKS Writing	91 -	81 -	91 -	94 +	N/A	N/A	23 +	27 -	80 +
TAKS Science	67 -	50 -	45 -	80 -	N/A	N/A	24 -	56 -	8 -
TAKS Social Studies	88 -	81 -	83 -	92 -	N/A	N/A	57 -	85 -	63 -

*State Accountability student group for TAKS (if group size meets minimum requirements)

Superintendent Comments: Sp. Ed., Eco. Dis., and LEP subgroups need a great amount of improvement.

**Commissioner-Recommended Student Performance Domain/Superintendent Appraisal
WORKSHEET (updated November 2009)**

B. Directions for Completion/Student Status — If the AEIS report is not available, the District Accountability Data Table Performance Results may be used. Post district's most recent and previous year results from AEIS, "Completion Rate I (w/o GED;)" (Standard Accountability Indicator) or Data Table, "Completion Rate Table". In the space provided, check (✓) to indicate whether the recent year is an increase, decrease, or the same as the previous year. When needed, use "NA" to indicate not applicable.

Completion Rate I (w/o GED)	EXAMPLE STATE	District*	AA*	H*	W*	NAm	A/PI	Spec. Ed	Eco. Dis.*	LEP
Most Recent Year	96.1	96.0	77.2	N/A	92.4	N/A	N/A	86.7	86.7	N/A
Previous Year	95.0	85.4	83.3	70.0	92.3	N/A	N/A	71.4	71.4	N/A
Increased	✓	✓						✓	✓	
Decreased			✓		✓					
Stayed Same				✓						

*State Accountability student group for Completion Rate I (if group size meets minimum size requirements)

Superintendent Comments: AA subgroup needs to improve.

C. Directions for Dropout Rate — If the AEIS report is not available, the District Accountability Data Table Performance Results may be used. Post most recent district results from AEIS, "Annual Dropout Rate;" or Data Table, "Annual Dropout Rate Gr. 7-8" (Standard Accountability Indicator). When needed, use "NA" to indicate not applicable.

Dropped Out Rate	EXAMPLE STATE	District*	AA*	H*	W*	NAm	A/PI	Spec. Ed	Eco. Dis.*	LEP
Most Recent Year	.2%	0.7	0.0	0.0	1.3	N/A	N/A	0.0	1.7	0.0

*State Accountability student group for dropout rate (if group size meets minimum requirements)

Superintendent Comments: Report shows dropouts because students move to another state and no records are requested.

**Commissioner-Recommended Student Performance Domain/Superintendent Appraisal
WORKSHEET (updated November 2009)**

D. Indicate number of campuses receiving Gold Performance and other acknowledgments below (based on year evaluated).

Number of Campuses	Gold Performance Acknowledgments
	Advanced Course Completion (07/08)
	AP/IB Examination Results (07/08)
MS HS	Attendance Rate (07/08)
	Commended Performance on TAKS: Spring 2009
	• Reading/English Language Arts
	• Writing
	• Mathematics
	• Science
	• Social Studies
	Recommended High School Program/Distinguished Achievement Program (Class of 2008)
	SAT/ACT Results (College Admission Tests) (Class of 2008)
	Texas Success Initiative for ELA
	Texas Success Initiative for Math
	Comparable Improvement: Reading/LA
MS	Comparable Improvement: Math
	Other Acknowledgments
	• College-Ready Graduates ELA
	• College-Ready Graduates Math
HS	• College-Ready Graduates Both

Superintendent Comments: Improving the academic instruction process will be the major focus.

Step 5. Using the student performance data summarized in Steps 1-4 above, the superintendent and board should identify strengths and areas that may need to be addressed.

A. Strengths in district student performance: Reading, ELA, and Writing

B. Areas that may need to be addressed in district student performance. Indicate in spaces provided, approaches to improve student performance.

TAKS Reading/ELA	
TAKS Writing	
TAKS Math	<u>Improve Instruction</u>
TAKS Social Studies	<u>Improve Instruction</u>
TAKS Science	<u>Improve Instruction</u>
Attendance	
Dropout/Completion	<u>Improve %</u>
Graduation	
Special Education Assessments	
Other	

Superintendent Comments: Focus on helping teachers become more skilled at teaching At-Risk students

**Commissioner-Recommended Student Performance Domain/Superintendent Appraisal
WORKSHEET (updated November 2009)**

Step 6. The board should review the information on this worksheet as part of its local procedures for setting goals with the superintendent for the next evaluation cycle. District student performance identified on the worksheet as needing to be addressed should be reflected in appropriate locally developed goals. Goals for the superintendent should ideally be developed by board consensus in collaboration with the superintendent.

Legal Authority: The analysis of district student performance provided on this worksheet should be used by the board in the evaluation of the superintendent. The results of the analysis should be incorporated into the local appraisal instrument. TEC §39.054; TAC §150.1022(d)

The information in this domain should be incorporated into the locally adopted appraisal instrument in a manner consistent with locally adopted procedures for evaluating the superintendent. In addition, the information should be used to set priorities for ongoing improvement with the superintendent and as additional data to appraise other aspects of the superintendent's job performance.

THE STATE OF TEXAS

COUNTY OF HARRISON

This **AGREEMENT** by and between the **WASKOM INDEPENDENT SCHOOL DISTRICT**, hereinafter called "**DISTRICT**", acting herein by and through its duly authorized President, Michael Allwhite, and its duly authorized Secretary, Michelle Thomas, and **JIMMY E. COX**, hereinafter called "**SUPERINTENDENT**".

WITNESSETH:

District hereby employs Superintendent as Superintendent of Schools for District for the years of 2010-2011, 2011-2012, and 2012-2013, beginning effective on July 1, 2010, and ending on June 30, 2013, and Superintendent does hereby accept such employment effective this date and for such period upon the following terms, covenants, and conditions:

1. As salary for his services, Superintendent shall be paid by District a sum of \$96,195.82 per year. The District will also pay all actual expenses (including cellular phone use) incurred outside the limits of District on District business, plus Superintendent's fees and dues for membership in appropriate professional organizations.
2. Superintendent is now employed by District and agrees to continue his duties until the termination of this agreement, and to faithfully discharge all duties required of him as Superintendent of Schools operated by District in accordance with the laws of the State of Texas, the regulations of the Texas Education Agency, and those of the District.
3. It is understood that the contract of employment between District and

Superintendent shall be reviewed each year during the month of January for the purpose of determining whether or not said contract shall be extended for any additional period of time beyond the period stated.

EXECUTED by the parties hereto on this 11th day of January, 2010.

WASKOM INDEPENDENT SCHOOL DISTRICT

By: Michael S. Allum
President of School Board

ATTEST:

Michelle Thomas
Secretary of School Board

“DISTRICT”

Deming E. Cox
Superintendent

“SUPERINTENDENT”