

Waskom ISD Board of Trustees

Superintendent Evaluation

2015-2016

"I move to approve the Annual Superintendent Evaluation Ratings on Jimmy E. Cox-Waskom ISD Superintendent for the 2015-2016 school year which reflect the following ratings on the Board Approved Superintendent Performance Goals:

Goal:

Rating:

- *Goal # 1-Improvement of the Positive Student Behavior Program
- *Goal # 2-Improvement of the Positive Parental Involvement Program
- *Goal # 3-Improvement of the District Attendance Percentage
- *Goal # 4-Improvement of the District Physical Facilities
- *Goal # 5-Improvement of the District Financial Condition
- *Goal # 6-Improvement of the District Academic Instruction Program
- *Goal # 7-Improvement of the District Extra-Curricular Programs

"I move to extend the 12 month term contract of Jimmy E. Cox-Waskom ISD Superintendent for one year which will make the term contract extend through June 30, 2019."

"I move to increase the annual gross salary of Jimmy E. Cox-Waskom ISD Superintendent by _____ which will make his annual gross salary for the 2016-2017 school year become _____."

Waskom ISD Board of Trustees

Priority Performance Goal

2015-2016

Rating Scale:

- E-Exceptional Progress exceeds 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
- U-Unsatisfactory Progress is unsatisfactory in meeting the expectations and criteria
noted in the instrument

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

The District TAPR (Texas Academic Performance Report), STAAR scores for all grade levels and subjects at or above the Region VII average, and Dropout/Completion Rate will be used to determine if the District Academic Instruction Program has improved.

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

The District and all three campuses will be rated as "Met Standard", STAAR scores for all grade levels and subjects at or above the Region VII average, a dropout rate of 5% or lower and a completion rate of 87% or higher.

***Rating-**

***Comments-**

Waskom ISD Board of Trustees

Priority Performance Goal

2015-2016

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 |
| U-Unsatisfactory | Progress is unsatisfactory for meeting 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 school year.**

***Rating-**

***Comments-**

Waskom ISD Board of Trustees

Priority Performance Goal

2015-2016

Rating Scale:

| | |
|---------------------|--|
| E-Exceptional | Progress exceeds the expectations and criteria noted in the instrument |
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| N-Needs Improvement | Progress does not meet the expectations and criteria noted in the instrument |
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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 in these extra-curricular programs. The district will increase the competitive performance level of these extra-curricular programs.

*Rating-

*Comments-

Waskom ISD Board of Trustees

Priority Performance Goal

2015-2016

Rating Scale:

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*District Priority Goal-Improvement of the District Financial Condition

FIRST-(Financial Integrity Rating System of Texas), Board Approved Budget and Annual District Financial 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), a 2.2 million dollar general fund balance and a balanced district maintenance and operation budget.

*Rating-

*Comments-

Waskom ISD Board of Trustees

Priority Performance Goal

2015-2016

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- N-Needs Improvement Progress does not meet the expectations and criteria noted in the instrument
- U-Unsatisfactory Progress is unsatisfactory for meeting the expectations and criteria noted in the instrument

*District Priority Goal-Improvement of the District Physical Facilities

*Superintendent Priority Goal-An annual District Physical Facilities Improvement Plan will be prepared, presented and approved at the Regular August School Board Meeting. The Superintendent will have the responsibility of preparing and presenting the District Physical Facilities Improvement Plan to the School Board. The Superintendent will work collaboratively with the School Board Building and Grounds Standing Committee in preparing the District Physical Facilities Improvement Plan. Successful implementation of the District Physical Facilities Improvement Plan will be the responsibility of the Superintendent.

*Rating-

*Comments-

Waskom ISD Board of Trustees

Priority Performance Goal

2015-2016

Rating Scale:

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| U-Unsatisfactory | Progress is unsatisfactory in meeting the expectations and criteria noted in the instrument |

*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 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 School Board Meeting.

*Rating-

*Comments-

Waskom ISD Board of Trustees

Priority Performance Goal

2015-2016

Rating Scale:

| | |
|---------------------|---|
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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 a Regular September School Board Meeting.

*Rating-

*Comments-