

SUPERINTENDENT'S APPRAISAL INSTRUMENT JANUARY 2015

Based upon the five (5) Core Beliefs of the Board of Trustees and the Board Goals which were the most recent to be found, the following Superintendent's Appraisal Instrument has been developed. NI indicates Needs Improvement, M indicated Meets Expectations and E indicates Exceeds Expectations.

1. Develop a plan which refines ECISD measures of success beyond state testing as the primary means of determining student success. Establish baselines where data are newly considered and track trends where data exist:

NI

M

E

- Participation/performance in IB and AP
- Participation and performance on college entrance criteria --- SAT and ACT\
- Participation in concurrent and dual credit courses
- Number of "higher level" certifications offered
- Retention rate
- Diplomas issued
- Percent of students needing remedial post-secondary courses
- Teen parent graduation rate
- Success of Bilingual Education
- AVID participation
- By 2015-16 all 3rd graders will be reading on level
- Student attendance increase
- Improve student drop-out recovery and retention
- Student enrollment receiving Gifted and Talented services
- Improve success rate on STAAR and EOC tests

2. Research and investigate Math/Literacy models.

NI

M

E

3. Develop a technology plan, driven by C&I which reflects the District goals.

NI

M

E

4. Develop and implement a plan to maximize efficiency and effectiveness of the Human Resource operation that focuses attention to the maintenance of a competitive salary and benefits package as compared to similar districts.

NI

M

E

5. Obtain staff feedback through CCIS meetings and the use of a climate assessment tool that will gauge attitudes and opinions about District initiatives and employee experiences with direct comments or a grade toward a particular person or position.

NI

M

E

6. Align member from major Ector County community civic and economic leadership groups with the expressed intent of creating a long-range plan with actionable and evaluative steps to address the needs of students one or two years behind their age appropriate peers in the acquisition of content and/or credits toward graduating in cohort.

NI

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E

7. Maintain our focus on supporting the collaboration between Texas Tech health Services and the Life Center in alignment with ECISD Board oversight.

NI

M

E

8. Develop and present a Board policy for parental and community involvement, while keeping the Board updated regarding progress.

NI

M

E

9. Engage in an ongoing study of population growth and shifts with actionable steps for the administration and Board to meet the identified and projected growth and shifts as evidenced by a comprehensive demographic study.

NI

M

E

10. Establish a uniform discipline plan that will delineate standards for elementary, middle and high schools.

NI

M

E

11. Establish baseline data of student participation in extra-curricular activities.

NI

M

E