

**2014-15 ECTOR COUNTY ISD SUPERINTENDENT'S APPRAISAL**

- 1. = Unsatisfactory Performance
- 2. = Needs Development
- 3. = Fully Meets Expectations
- 4. = Exceeds Expectations
- 5. = Exceptional Performance

**II. The Superintendent shall ensure that curricular decision-making and instruction are focused on improving student achievement. The Superintendent shall communicate expectations for high achievement through data analysis of grades as compared to standardized results.**

1                      2                      3                      4                      5

**III. The Superintendent shall oversee a system for regular evaluation of instructional programs, including identifying areas for improvement to attain desired student achievement.**

- a. Reduce Achievement Gaps on STAAR while maintaining or raising district averages
- b. Get all campuses off of IR
- c. Increase participation and scores on PSAT
- d. Increase participation and scores on SAT
- e. Increase participation and scores on ACT
- f. Increase the number of students achieving IB diplomas
- g. Increase the percentage of economically disadvantaged students enrolled in AP courses
- h. Increase the percentage of economically disadvantaged students enrolled in the Gifted and Talented Program

1                      2                      3                      4                      5

**IV. The Superintendent shall oversee student services, including health and safety services, counseling services, and extracurricular programs, and monitor for effectiveness.**

- a. Increase district-wide participation in athletics
- b. Increase district-wide participation in fine arts
- c. Increase district-wide retention in athletics
- d. Increase district-wide retention in fine arts
- e. Reduce the number and percent of dropouts
- f. Increase the number and percent of dropout recoveries

1                      2                      3                      4                      5

**V. The Superintendent shall oversee a discipline management program and monitor for equity and effectiveness.**

**1 2 3 4 5**

**VI. The Superintendent shall oversee a program of staff development and monitor staff development for effectiveness in improving district performance.**

**1 2 3 4 5**

**VII. The Superintendent shall monitor the effectiveness of District operations.**

- a. Food Services**
- b. Maintenance**
- c. Custodial**
- d. Health Services**
- e. Grounds Maintenance**
- f. Energy Management**

**1 2 3 4 5**

**VIII. The Superintendent shall oversee a budget development process that results in recommendations based on, available resources and anticipated changes to district finances.**

**1 2 3 4 5**

**IX. The Superintendent shall ensure that investment strategies, risk management activities, and purchasing practices are sound, cost-effective and consistent with District policy and law.**

**1 2 3 4 5**

**X. The Superintendent shall ensure that the system for recruiting and selection results in personnel recommendations based on identified needs.**

**1 2 3 4 5**

**XI. The Superintendent shall keep the Board informed of significant issues as they arise, using agreed upon criteria and procedures for information dissemination.**

**1 2 3 4 5**

**XII. The Superintendent shall respond in a timely and complete manner to Board requests for information that are consistent with Board policy and established procedures.**

**1 2 3 4 5**

**XIII. The Superintendent shall provide recommendations and appropriate supporting materials to the Board on matters for Board decisions.**

**1 2 3 4 5**

**XIV. The Superintendent shall articulate and support Board Policy and decisions to staff and community.**

**1 2 3 4 5**

**XV. The Superintendent shall direct a proactive program of internal and external communication at all levels designed to improve staff and community understanding and support of the District.**

**1 2 3 4 5**

**XVI. The Superintendent shall establish mechanisms for community and business involvement in the schools and encourage participation.**

**1 2 3 4 5**

**XVII. The Superintendent shall work with other governmental entities and community organizations to meet the needs of students and the community in a coordinated way.**

**1**

**2**

**3**

**4**

**5**

**XVIII. The Superintendent shall oversee a program for staff retention and monitor for effectiveness.**

**1**

**2**

**3**

**4**

**5**

**Total Score \_\_\_\_\_**

**Total Points Possible: 85**

**Percentage of Total Points \_\_\_\_\_**