

2013-14 ECTOR COUNTY ISD SUPERINTENDENT'S APPRAISAL

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

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

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

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

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VI. The Superintendent shall monitor the effectiveness of District operations.

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

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

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

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

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

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

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

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

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XIV. 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.

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

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

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

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- 1 = Below Expectations
- 2 = Meets Expectations
- 3 = Exceeds Expectations

Total Score _____

Total Points Possible _____

Percentage of Total Points _____