## 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.

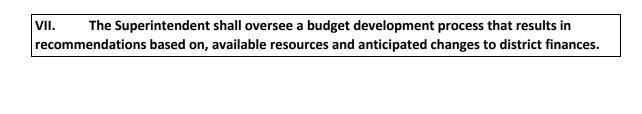
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- II. The Superintendent shall oversee a system for regular evaluation of instructional programs, including identifying areas for improvement to attain desired student achievement.
  - a. Reduce Achievement Gaps on STAAR while maintaining or raising 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.
  - 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
IV.	The Superintendent shall oversee a discipline management program and monitor for equity and effectiveness.				
	1		2		3
V.	The Superintendent shall oversee a program of staff development and monitor staff development for effectiveness in improving district performance.				
	1		2		3
VI.	The Superintendent shall monitor the effectiveness of District operations.				
	a.	Food Services			
	b.	Maintenance			
	C.	Custodial			
	d.	Health Services			
	e.	<b>Grounds Maintenance</b>			



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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.

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.

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 Pe	oints