

Mobile County Public School System
Superintendent Evaluation – Phase I

SUPERINTENDENT ANNUAL EVALUATION SUMMARY

This is the composite Summary Evaluation by the Board of Education of the ratings for the dimensions and tasks from the Superintendent Evaluation Instrument.

Consensus Rating
for Dimension

Satisfactory/Needs
Improvement for
Tasks as Determined
by Majority Vote

Task 1: PERFORMS AS EDUCATIONAL LEADER OF THE SCHOOLS

Dimensions

- 1.1 Supervises and evaluates assistants.
- 1.2 Oversees planning and evaluation of curriculum and instruction.
- 1.3 Collaborates with the Board in the preparation of long and short term operational and instructional goals utilizing technology.
- 1.4 Communicates board beliefs/vision/mission to school personnel.
- 1.5 Participates in professional activities to enhance knowledge and skills.
- 1.6 Utilizes appropriate technology in the execution of his/her duties for maximum efficiency and effectiveness.

1.1 4
1.2 5
1.3 5
1.4 4
1.5 5
1.6 5

TASK 1 5

TASK 2: SERVES AS CHIEF EXECUTIVE OFFICER OF THE
SCHOOL BOARD

Dimensions

- 2.1 Implements and explains policies of the school board.
- 2.2 Reports to the school board about the status of programs.
- 2.3 Recommends actions and alternatives to the board.
- 2.4 Acts as liaison between the school board and school personnel.
- 2.5 Informs the board about rules and regulations of the Alabama Board of Education and state and federal laws.
- 2.6 Informs the board about current trends and developments in education.

2.1 4
2.2 4
2.3 5
2.4 4
2.5 4
2.6 3

TASK 2 4

TASK 3: OVERSEES STAFF PERSONNEL MANAGEMENT

Dimensions

- 3.1 Ensures administration of personnel policies and programs.
- 3.2 Maintains up-to-date job descriptions for all personnel.
- 3.3 Has a recruitment plan and organizes recruitment of personnel.
- 3.4 Recommends the assignment of personnel to schools and offices.
- 3.5 Plans and implements personnel evaluation system that identifies the strengths and weaknesses of employees in the system.
- 3.6 Collaboratively coordinates the staff development program to address the needs of employees in the district

3.1 4
3.2 4
3.3 4
3.4 5
3.5 3
3.6 4

TASK 3 4

Task 4: OVERSEES OPERATIONAL SERVICES

Dimensions

- 4.1 Prepares long-range and short-range plans for facilities and sites.
- 4.2 Maintains and implements policies for the use of school property.
- 4.3 Ensures the maintenance of school property.
- 4.4 Monitors any construction, renovation, or demolition of school facilities.
- 4.5 Oversees and implements policies for safe school facilities.
- 4.6 Maintains an inventory of schools, buildings and grounds.

4.1 4
4.2 5
4.3 4
4.4 4
4.5 4
4.6 4

TASK 4 4

- 4.7 Monitors the pupil transportation system.
- 4.8 Monitors the food service programs.
- 4.9 Develops and monitors the school safety plan.
- 4.10 Supervises student support services.

4.7 4
4.8 4
4.9 4
4.10 4

TASK 4 _____

TASK 5: OVERSEES FINANCIAL MANAGEMENT

Dimensions

- 5.1 Reports to the school board on the financial condition of the school system.
- 5.2 Implements a comprehensive budget preparation process that includes input from various stakeholders.
- 5.3 Ensures that expenditures are within limits approved by the school board.
- 5.4 Monitors compliance with policies and laws.

5.1 4
5.2 5
5.3 5
5.4 5

TASK 5 5

TASK 6: DIRECTS COMMUNITY RELATIONS ACTIVITIES

Dimensions

- 6.1 Involves the community in planning and problem solving for the schools.
- 6.2 Articulates educational programs and needs to the community.
- 6.3 Establishes and maintains proper relationships with the news media.
- 6.4 Participates in community activities.

6.1 5
6.2 4
6.3 5
6.4 4

TASK 6 5