

Henry County Schools Superintendent Evaluation

Superintendent Name: _____

Evaluation Date: January 2024-November 2024

Superintendent's Signature: _____

Board Chair's Signature: _____

Rating Core Belief and Commitments - This scale enables the board to acknowledge outstanding work quality and to provide useful feedback for work that is judged in need of improvement. This scale shall be used to assess each of the four Core Beliefs & Commitments.

Exemplary Professional Performance 4	Professional Performance 3	Performance Requires Improvement 2	Performance is Unsatisfactory 1	Cannot Judge 0
<p>Performance by the Superintendent that continually has an impact on students, staff, and programs in the school district in a positive manner.</p> <p>Performance must consistently exceed the expectations set forth in the performance standards and the board should cite specific examples of evidence in narrative format to illustrate the high rating.</p>	<p>Performance that consistently meets expectations resulting in quality work in the accomplishment of the job performance standards identified for the Superintendent.</p> <p>This is the performance level that is expected.</p>	<p>Performance that does not meet standards and requires a program of improvement and/or remediation to produce desired results.</p> <p>The board should cite specific evidence in a narrative format to illustrate the deficiency.</p>	<p>Performance that is unacceptable that requires significant improvement to justify continued employment.</p> <p>The board should cite specific evidence in a narrative format to illustrate the deficiency.</p>	<p>Cannot Judge denotes the Board does not have enough information to rate the performance.</p>

Core Belief & Commitment 1: We believe each student can learn at or above grade level and will have an equal opportunity to do so. *Each student will learn at or above grade level and have an equal opportunity to do so.*

Action: The superintendent will lead the district to ensure a high performing environment for all students by establishing and implementing district systems and processes that strengthen the core business of learning.

Professional Practice						Evidence of Professional Practice May include measurable metrics and/or artifacts as appropriate based on the goal.										
Foundation	Exemplary Professional Performance	Professional Performance	Performance Requires Improvement	Performance is Unsatisfactory	Cannot Judge											
1.1 Provide a summary of above, on, and below grade level reading proficiency (measured by Lexile level) following each MAP administration window (three times annually) for grades 1, 3, Middle School, High School						<table border="1"> <thead> <tr> <th>Evidence</th> </tr> </thead> <tbody> <tr> <td>1.1</td> </tr> <tr> <td>1.2</td> </tr> <tr> <td>1.3</td> </tr> <tr> <td>1.4</td> </tr> <tr> <td>1.5</td> </tr> <tr> <td>1.6</td> </tr> </tbody> </table>	Evidence	1.1	1.2	1.3	1.4	1.5	1.6			
Evidence																
1.1																
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1.3																
1.4																
1.5																
1.6																
Priority Outcomes	Exemplary Professional Performance	Professional Performance	Performance Requires Improvement	Performance is Unsatisfactory	Cannot Judge											
1.2 Increase reading at or above grade level by 3% percent in 1, 3, Middle School, High School																
1.3 Increase reading growth for Kindergarten																
1.4 Increase the percentage of students proficient and above on math Milestones in 5 th grade, 8 th grade and Algebra I																
1.5 Increase participation in World Language courses by 5%																
Strategic Actions	Exemplary Professional Performance	Professional Performance	Performance Requires Improvement	Performance is Unsatisfactory	Cannot Judge											
1.6 Provide regular updates to the Board of Education and public regarding advancement of the Strategic Plan.																
Core Belief and Commitment Rating -							Summary Rating for this Commitment									
						<table border="0"> <tr> <td style="text-align: center;">4</td> <td style="text-align: center;">3</td> <td style="text-align: center;">2</td> <td style="text-align: center;">1</td> <td style="text-align: center;">0</td> </tr> <tr> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> </table>	4	3	2	1	0	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>												
Comments: (Identify strengths or recommendations for improvement.)																

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Core Belief & Commitment 2: We believe family and community involvement is critical to student success. *We will foster connections for families and community to support student learning.*

Action: The superintendent will unify Henry County around excellence in public education by establishing and implementing district systems and processes.

Professional Practice						Evidence of Professional Practice May include measurable metrics and/or artifacts as appropriate based on the goal.
Priority Outcomes	Exemplary Professional Performance	Professional Performance	Performance Requires Improvement	Performance is Unsatisfactory	Cannot Judge	
2.1 Monitor and report attendance for all grade levels. Design an attendance initiative.						Evidence 2.1 2.2
2.2 Increase family participation in the Georgia Health Survey.						
Strategic Actions	Exemplary Professional Performance	Professional Performance	Performance Requires Improvement	Performance is Unsatisfactory	Cannot Judge	2.3
2.3 Provide regular updates to the Board of Education and public regarding advancement of the Strategic Plan.						
Core Belief and Commitment Rating -						Summary Rating for this Commitment
						4 3 2 1 0 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Comments: (Identify strengths or recommendations for improvement)						

Core Belief & Commitment 3: We believe all environments should be supportive, safe, and secure. *All school environments will be supportive, safe, and secure.*

Action: The superintendent will ensure a supportive, safe and secure environment by establishing and implementing district systems and processes.

Professional Practice						Evidence of Professional Practice May include measurable metrics and/or artifacts as appropriate based on the goal.
Foundation	Exemplary Professional Performance	Professional Performance	Performance Requires Improvement	Performance is Unsatisfactory	Cannot Judge	
3.1 Improve school climate as measured by the Georgia School Personnel Survey. <ul style="list-style-type: none"> I feel like I am an important part of my school Teachers at my school have high standards for achievement I feel safe when entering and leaving my school building 						Evidence
3.2 Improve school climate as measured by the Georgia Student Health Survey. Elementary: <ul style="list-style-type: none"> There is an adult at my school who will help me if I need it Middle/High <ul style="list-style-type: none"> I know an adult at school that I can talk with if I need help 						3.2
Strategic Actions	Exemplary Professional Performance	Professional Performance	Performance Requires Improvement	Performance is Unsatisfactory	Cannot Judge	
3.3 Provide regular updates to the Board of Education and public regarding advancement of the Strategic Plan.						
Core Belief and Commitment Rating -						Summary Rating for this Commitment
						4 <input type="checkbox"/>
Comments: (Identify strengths or recommendations for improvement)						



Core Belief & Commitment 4: We believe effective teachers and leaders produce excellent results. *We will recruit, support, retain and recognize results-driven teachers and leaders.*

Action: The superintendent will ensure a high performing environment for all students, teachers and leaders by establishing and implementing district systems and processes that strengthen the core business of learning.

Professional Practice						Evidence of Professional Practice May include measurable metrics and/or artifacts as appropriate based on the goal.
Priority Outcomes	Exemplary Professional Performance	Professional Performance	Performance Requires Improvement	Performance is Unsatisfactory	Cannot Judge	
4.1 Increase students participating in advanced coursework by 2%.						Evidence
						4.1
Strategic Actions	Exemplary Professional Performance	Professional Performance	Performance Requires Improvement	Performance is Unsatisfactory	Cannot Judge	4.2
4.2 Provide regular updates to the Board of Education and public regarding advancement of the Strategic Plan.						4.3
4.3 Set the remaining PSO goals with the Board of Education (except for K reading).						
Core Belief and Commitment Rating -						Summary Rating for this Commitment
						4 3 2 1 0 <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Comments: (Identify strengths or recommendations for improvement)						