

Coffee County School System Superintendent Evaluation Instrument

7/1/2020 - 6/30/2021

Coffee County Schools

This evaluation instrument is aligned to the Three AdvanceEd (SACS) Domains and the Coffee County School System FY19 - FY23 Strategic Plan

The goals, indicators and evidence statements listed were identified and inserted as indicators of the work of the superintendent towards advancing the work of district. Key components for the Superintendent Evaluation Instrument include:

- **Goals:** Goals are governance areas of responsibilities, broad in scope but narrow enough to be defined and addresses the operational functions and the effectiveness of the school system.
- **Indicators:** Indicators are action items that describe what is expected to be accomplished within each goal area. One or multiple indicators may be necessary to accomplish the goal.
- **Evidence:** Evidence is a listing of performance measures and/or data documents that will define the progress made on accomplishing the identified indicator.
- **Rating Scale:** The governance team should choose the method of rating for each goal area whether a numeric scale, progress scale, and/or written comments only. The final superintendent evaluation report usually is completed on the goal area.
- **Comment Section:** The instrument is designed to capture each board member's comments by goal areas when individual board members complete the evaluation process. For the final official evaluation report to the superintendent, the board, by consensus, may elect to provide an overall comment summary to be included vs. the individual board member comments.

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Goal I. Leadership Capacity Domain

Description

The capacity of leadership to ensure an institution's progress toward its stated objectives is an essential element of organizational effectiveness. An institution's leadership capacity includes the fidelity and commitment to its purpose and direction; the effectiveness of governance and leadership to enable the institution to realize its stated objectives; the ability to engage and involve stakeholders in meaningful and productive ways; and the capacity to implement strategies that improve learner and educator performance.



The Coffee County School System successfully completed Year 2 of the 5 Year Accreditation Cycle

Indicator(s)

A. Mission: Destination Graduation for College, Career, and Life

Description

Our mission is the purpose for which we exist as a school system.

Rating

- Exceeds Expectations
- Meets Expectations
- Progress but did not Meet
- Needs Improvement

B. Vision: Creating a stronger community through an equitable and excellent education for every student.

Description

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Indicator(s)

Our vision describes a future state to which we aspire as a school system.

Rating

- Exceeds Expectations
- Meets Expectations
- Progress but did not Meet
- Needs Improvement

C. Plan, support and implement a strategic plan based on stakeholder input and goals for continuous improvement.

Rating

- Exceeds Expectations
- Meets Expectations
- Progress but did not Meet
- Needs Improvement

Rating

- Exceeds Expectations
- Meets Expectations
- Progress but did not Meet
- Needs Improvement

Comments

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Goal II. Learning Capacity Domain

Description

The impact of teaching and learning on student achievement and success is the primary expectation of every institution. An effective learning culture is characterized by positive and productive teacher/learner relationships; high expectations and standards; a challenging and engaging curriculum; quality instruction and comprehensive support that enable all learners to be successful; and assessment practices (formative and summative) that monitor and measure learner progress and achievement. Moreover, a quality institution evaluates the impact of its learning culture, including all programs and support services and adjusts accordingly.

Indicator(s)

A. Teaching & Learning

Description

We prepare students with strong academic and technical skills foundations.

Rating

- Exceeds Expectations
- Meets Expectations
- Progress but did not Meet
- Needs Improvement

B. Workforce & Life

Description

We purposely prepare our students with the skills to navigate life beyond graduation.

Rating

- Exceeds Expectations
- Meets Expectations
- Progress but did not Meet
- Needs Improvement

C. People & Culture

Description

We provide a welcoming environment and positive culture for students and employees.

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Indicator(s)

Rating

- Exceeds Expectations
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Goal III. Resource Capacity Domain

Description

The use and distribution of resources support the stated mission of the institution. Institutions ensure that resources are distributed and utilized equitably so the needs of all learners are adequately and effectively addressed. The utilization of resources includes support for professional learning for all staff. The institution examines the allocation and use of resources to ensure appropriate levels of funding, sustainability, organizational effectiveness, and increased student learning.

Indicator(s)

A. Family & Community

Description

We engage families, community members, and civic organizations as active partners.

Rating

- Exceeds Expectations
- Meets Expectations
- Progress but did not Meet
- Needs Improvement

B. Financial Responsibility

Description

We develop and manage resources to maximize student achievement.

Rating

- Exceeds Expectations
- Meets Expectations
- Progress but did not Meet
- Needs Improvement

Rating

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Comments

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Board Chair

Superintendent