

Tornillo ISD

Goals & Directives - Superintendent Evaluation Final Version: 2011 – 2012

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August 24, 2011

1 – Instructional Management

Goal	Benchmark(s)	Evaluation & Notes
1a01. Improve the supervision and monitoring of classroom instruction. – BB	<input type="checkbox"/> Appraisal / walkthrough logs presented to Board periodically	
1b02. Keep the TAKS Trips Incentive Program as the data shows it has had a positive impact on students' test scores and district performance. – RA, BB, PG, JT, PV	<input type="checkbox"/> Trip program level maintained (allowing for budgetary adjustments) relative to prior years	
1c03. Establish a tutoring or class for ACT / SAT testing preparation. – PG, HL, PL	<input type="checkbox"/> Evidence of program functioning presented to the Board	
1d04. Provide to the Board student testimonials regarding their experiences on the TAKS Trips. – BB	<input type="checkbox"/> Assessment by Trustees based on presentations at meetings	
1e05. Provide more foreign language electives at the high school. – JE, PV	<input type="checkbox"/> Evidence of program functioning presented to the Board	

2 – School / Organization Morale

Goal	Benchmark(s)	Evaluation & Notes
2a06. Increase the media reportage relative to our athletic teams. – PG	<input type="checkbox"/> Assessment by Trustees based on observed press items	
2b07. Keep up current visibility and communication during ongoing budget process. – JT	<input type="checkbox"/> Subjective judgment by Trustees	

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3 – School / Organization Improvement

Goal	Benchmark(s)	Evaluation & Notes
<p>3a08. Any above-average rating in AEIS indicators shall remain above average. PV</p> <p>3b09. It shall be a District objective that every department offers the highest quality service and performance. OB</p> <p>03c10. Institute a district-wide recycling program. – PL</p>	<p><input type="checkbox"/> Ratings at or better than prior year</p> <p><input type="checkbox"/> Subjective judgment by Trustees</p> <p><input type="checkbox"/> Evidence of program functioning presented to the Board</p>	

4 – Personnel Management

Goal	Benchmark(s)	Evaluation & Notes
<p>4a11. All substitute teachers should be proficient in English and should possess adequate academic skills to assist the students under their care. FT</p> <p>4b12. Personnel who hold supervisory positions should perform up to the requirements of that position as articulated in the job description. FT</p> <p>4c13. Use any funding above the RIF expectations to address district needs; both programmatic and personnel – not as a jobs program for employees who were selected for Force Reduction. – BB, PV</p> <p>4d14. Develop and implement an accountability model for teachers who do not comply with the district's existing expectation to make regular parent contact. – OB, BB, PG, PL</p>	<p><input type="checkbox"/> Sub-teaching inservice & training program</p> <p><input type="checkbox"/> Teacher survey of substitutes</p> <p><input type="checkbox"/> Subjective assessment of Trustees & Superintendent</p> <p><input type="checkbox"/> Trustees approval of submitted budget</p> <p><input type="checkbox"/> Board is apprised of consequences for those teachers in non-compliance</p>	

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<p>4e15. Ensure integrity of Early College HS staff or withdraw from program. – RA, JT</p>	<p><input type="checkbox"/> Subjective assessment of Trustees & Superintendent</p>	
<p>4f16. Develop and implement an accountability model for teachers who do not comply and enforce the discipline policies of a campus. – RA, OB, PV, PL</p>	<p><input type="checkbox"/> Board is apprised of consequences for those teachers in non-compliance</p>	
<p>4g17. Ensure that technology repairs, etc. are carried out at the campuses. – OB</p>	<p><input type="checkbox"/> Teacher satisfaction survey</p>	
<p>4h18. Keep the teacher performance incentive programs. – RA</p>	<p><input type="checkbox"/> Trustees approval of submitted budget</p>	

5 – Management of Administrative, Fiscal and Facilities

Goal	Benchmark(s)	Evaluation & Notes
<p>5a19. Initiate planning and begin implementation of a construction project that will provide for relocation of all remaining secondary facilities (football field, track, tennis courts, etc.), all with stadium lighting, to the North Complex. RA, OB, FT, CO</p>	<p><input type="checkbox"/> Plans and drawings updated monthly <input type="checkbox"/> Provisions and plans made for movement of athletic facilities; target completion August 2015</p>	
<p>5b20. The SBDM Projects (Landscaping) shall be continued. FT, PV, PL</p>	<p><input type="checkbox"/> SBDM projects are done</p>	
<p>5c21. Maintain the operation of the new high school parking lot system. – BB</p>	<p><input type="checkbox"/> Evidence of program functioning presented to the Board</p>	
<p>5d22. Correct the signage on the buildings and marquees at the north complex buildings. – PV</p>	<p><input type="checkbox"/> Corrections are done</p>	

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6 – Student Management

Goal	Benchmark(s)	Evaluation & Notes
6a23. Teachers should have regular communication with parents whether it is positive or negative. PV, FT	<input type="checkbox"/> Monthly contact demonstrated by a sampling of phone logs from individual teachers	
6b24. Initiate programs targeted at illegal drugs in the schools – both for prevention of use and detection of violators.	<input type="checkbox"/> Evidence of program functioning presented to the Board	
6c25. Revise the discipline matrices for the campuses to include tighter consequences. – PL	<input type="checkbox"/> Revised discipline rules enacted by Board during handbook adoption	

7 – School – Community Relations

Goal	Benchmark(s)	Evaluation & Notes
7a26. Increase participation from non-parent members of the community relative to our outreach efforts. OB	<input type="checkbox"/> Sign-in sheets, other documentation	
7b27. Build up community involvement activities appealing to everyone such as movies, sports exhibitions, guest speakers, craft classes, shopping trips, etc. – RA, FT	<input type="checkbox"/> At least two new activities conducted	
7c28. Increase the communication of school events & programs. Maintain a monthly calendar of school events. – OB, BB	<input type="checkbox"/> Major events receive “ConnectEd” call, calendar on webpage is available for printing	
7d29. Continue the Parent Chat program. – BB	<input type="checkbox"/> Sign-in sheets, other documentation	

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7e30. Ensure accurate and timely information is posted on campus marquees. – OB	<input type="checkbox"/> Subjective assessment of Trustees & Superintendent	
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8 – Professional Growth and Development

Goal	Benchmark(s)	Evaluation & Notes
8a31. Doctoral degree of Superintendent will be completed by the end of 2011-2012 year. PV	<input type="checkbox"/> Task on timeline	IP – Timeline has not elapsed.

9 – AEIS Information

No goals are needed here. This information is on a separate, standardized form.

10 – School Board Relations / Issues

Goal	Benchmark(s)	Evaluation & Notes
10a32. Continue to make Trustees feel that; their viewpoints are being heard, they understand what is going on in the schools, they are having fun serving as a Trustee, and the position has meaning – they are making a difference. PV	<input type="checkbox"/> Subjective opinion of Trustees	
10b33. The superintendent should continue his pattern of easy telephone access for Board members to maintain the flow of ideas and keep Trustees well informed. – PG	<input type="checkbox"/> Subjective opinion of Trustees	

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President, Board of Trustees

Superintendent

Date

Date

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