

# Tornillo ISD

## Goals & Directives - Superintendent Evaluation Draft Version: 2009 – 2010

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June 30, 2010

### 1 – Instructional Management

Goal	Benchmark(s)	Evaluation & Notes
1. Each campus should maintain at least a TEA rating of “Acceptable” for the next two years with the goal of becoming “Recognized” by the year 2008 – 2009. OB, LT, FT	<input type="checkbox"/> Elementary Recognized <input type="checkbox"/> Intermediate Recognized <input type="checkbox"/> Junior High Recognized <input type="checkbox"/> High School Recognized	BE – HS is still not recognized.
2. Ensure that Special Programs (Special Ed, Bilingual, HOPE) serve their target students well; as measured by AEIS & AYP ratings. OB CE FT	<input type="checkbox"/> Meets State AEIS standards <input type="checkbox"/> Meets Federal AYP standards	BE – Special Ed problems requiring TEA visit.
3. Continue progress on the Early College High School Project; partnering with EPCC. JT	<input type="checkbox"/> Evidence of project continuation and progress presented to Trustees	ME – On track; MOU presented at next meeting.

### 2 – School / Organization Morale

Goal	Benchmark(s)	Evaluation & Notes
x. No Goals Articulated	<input type="checkbox"/> No Goals Articulated	

### 3 – School / Organization Improvement

Goal	Benchmark(s)	Evaluation & Notes
4. There will be an improvement in the performance of personnel and the services offered within our security department. RA OB	<input type="checkbox"/> Subjective judgment by Trustees	ME – Security turmoil is fixed and the department has new employees who work well together.
5. A system to track graduated students relative to schooling, jobs, and such shall be implemented. JT	<input type="checkbox"/> System implemented for 2008 Graduates	ME – System in place and functioning.

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6. Pursue Safe-Schools grants to our fullest capacity. CE	<input type="checkbox"/> Subjective judgment by Trustees	AE – Extra funding for in-town bus route.
7. Any above-average rating in AEIS indicators shall remain above average. PV	<input type="checkbox"/> Ratings at or better than prior year	BE – District rating fell to “Acceptable” and financial rating fell to “Above Average.”
8. It shall be a District objective that every department offers the highest quality service and performance. OB	<input type="checkbox"/> Subjective judgment by Trustees	BE – Maintenance, transportation, food service are doing very well. Does this include athletics? <b>Yes</b>

### 4 – Personnel Management

Goal	Benchmark(s)	Evaluation & Notes
9. All substitute teachers should be proficient in English and should possess adequate academic skills to assist the students under their care. CE, FT	<input type="checkbox"/> Sub-teaching inservice & training program <input type="checkbox"/> Teacher survey of substitutes	ME – I am unaware of any serious deficiencies in our substitutes that has not been promptly fixed.
10. Personnel who hold supervisory positions should perform up to the requirements of that position as articulated in the job description. CE	<input type="checkbox"/> Subjective assessment of Trustees & Superintendent	BE – Some areas are better, some need work.
11. Teacher conduct shall be professional and adhere to the standards outlined in the DH Series of our policy manual. PG	<input type="checkbox"/> No confirmed incidents go un-responded to <input type="checkbox"/> Subjective assessment of Trustees	ME – I am unaware of any serious deficiencies in our instructional staff’s conduct which have not been addressed promptly.
12. Ensure that the transition resulting from Mr. Barreda’s retirement is as smooth as possible. PG	<input type="checkbox"/> Subjective assessment of Trustees	ME – While Rudy’s departure has exposed some problems, these issues are being addressed.

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### 5 – Management of Administrative, Fiscal and Facilities

Goal	Benchmark(s)	Evaluation & Notes
13. Initiate planning and begin implementation of a construction project that will provide for a new Intermediate School located at the North Complex as well as the relocation of all remaining secondary facilities (football field, track, tennis courts, etc.), all with stadium lighting, to the North Complex. RA, OB, AD, LT, FT, CO	<input type="checkbox"/> Plans and drawings updated monthly <input type="checkbox"/> Construction beginning by December 2008 <input type="checkbox"/> Initial completion by September 2009 <input type="checkbox"/> Provisions and plans made for movement of athletic facilities; target completion August 2011	ME – This matter is still in progress
14. Improve the look of the buildings and grounds throughout the District and include appropriate safety signs at the District’s perimeters. The SBDM Projects (Landscaping) shall be continued. AD PV PL	<input type="checkbox"/> Safety signs are in place and functioning <input type="checkbox"/> SBDM projects are done	AE – I think Ray has done a fantastic job and deserves much credit for this score.

### 6 – Student Management

Goal	Benchmark(s)	Evaluation & Notes
15. Teachers should have regular communication with parents whether it is positive or negative. LT, PV, FT	<input type="checkbox"/> Monthly contact demonstrated by a sampling of phone logs from individual teachers	BE – I am checking on this. <a href="#">Trustee input.</a>
16. Establish and maintain a program to deter teen pregnancy. BB, LT, FT	<input type="checkbox"/> Reports to Trustees about programs which are in place throughout the district <input type="checkbox"/> Less than five new pregnancies per year	ME – We have a reduction in student pregnancies.
17. Significantly reduce the number of students driving to school with no license. RA	<input type="checkbox"/> Reports to Trustees	BE – I do not know how to measure this.
18. Expand the TAKS incentive of student travel to include an incentive for SAT performance. JT	<input type="checkbox"/> Incentive plan implemented	ME – Good SAT test counts as an extra “Commended” score for TAKS travel.

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19. The athletic department shall maximize student award expenditures, consistent with UIL rules. BB	<input type="checkbox"/> Awards maximized at banquets	ME – Many different awards given at the last Athletic Banquet.
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### 7 – School – Community Relations

Goal	Benchmark(s)	Evaluation & Notes
20. Continue the practice of hosting a Trustee Candidate Forum and Debate so that Tornillo voters will be aware of the important issues facing our District and where each candidate stands on these issues. PV	<input type="checkbox"/> Candidate forum is hosted before elections	ME – No elections yet.
21. Wireless Internet access that is reliable, stable, and robust will be provided for the community. BB	<input type="checkbox"/> Survey results of client-users	ME – Vast improvement here and many more townspeople are signing up. Not perfect yet, but very good.
22. Training in technology usage shall be provided to the community. OB TT	<input type="checkbox"/> At least one technology usage class for the community members is offered	BE – Not implemented.
23. Increase participation from non-parent members of the community relative to our outreach efforts. OB	<input type="checkbox"/> Sign-in sheets, other documentation	

### 8 – Professional Growth and Development

Goal	Benchmark(s)	Evaluation & Notes
x. No Goals Articulated	<input type="checkbox"/> No Goals Articulated	

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### 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
24. 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	AE – What do you think? <a href="#">Trustee input.</a>

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President, Board of Trustees

\_\_\_\_\_  
Superintendent

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

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