



Houston County Superintendent of Schools

7/1/2023 - 6/30/2024

Houston County School District

Your feedback will help the Superintendent of Schools become more aware of his or her designated responsibilities, your perceptions of his or her work, and ways to improve performance.

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Goal A. RELATIONS WITH THE BOARD

Performance Measure(s)

1. Keeps the board well informed of the school system's progress, issues and needs.

Rating

- Performs exceptionally well
- Performs adequately
- Needs improvement

Comments

2. Offers professional advice to the board on items requiring board action, with sound recommendations based on sufficient data, analysis and study of options.

Rating

- Performs exceptionally well
- Performs adequately
- Needs improvement

Comments

3. Supports the board's policies and actions with the public and staff.

Rating

- Performs exceptionally well
- Performs adequately
- Needs improvement

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Performance Measure(s)

Comments

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Goal B. BUSINESS AND FINANCE

Performance Measure(s)

1. Keeps current on the district's physical needs, including facilities, maintenance, equipment, supplies, etc.

Rating

- Performs exceptionally well
- Performs adequately
- Needs improvement

Comments

2. Ensures that the budget is correlated with the district's goals and education plan.

Rating

- Performs exceptionally well
- Performs adequately
- Needs improvement

Comments

3. Determines that funds are spent wisely, with adequate controls, accounting, and auditing.

Rating

- Performs exceptionally well
- Performs adequately
- Needs improvement

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Performance Measure(s)

Comments

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Goal C. STAFF AND PERSONNEL RELATIONSHIPS

Performance Measure(s)

1. Promotes positive staff morale and loyalty to the organization.

Rating

- Performs exceptionally well
- Performs adequately
- Needs improvement

Comments

2. Treats all personnel fairly, without favoritism or discrimination, while insisting on high performance.

Rating

- Performs exceptionally well
- Performs adequately
- Needs improvement

Comments

3. Delegates authority and responsibility to staff members commensurate with their position.

Rating

- Performs exceptionally well
- Performs adequately
- Needs improvement

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Performance Measure(s)

Comments

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Goal D. EDUCATION LEADERSHIP

Performance Measure(s)

- 1. Cultivates knowledge of the emerging social, economic, political, and legal issues that affect education and the operation and welfare of the district.**

Rating

- Performs exceptionally well
- Performs adequately
- Needs improvement

Comments

- 2. Insists on a strong professional development program for all staff and ensures that it is tightly correlated with the district's goals and educational plan.**

Rating

- Performs exceptionally well
- Performs adequately
- Needs improvement

Comments

- 3. Evidences interest in professional organizations for school boards, administrators, and teachers.**

Rating

- Performs exceptionally well
- Performs adequately
- Needs improvement

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Performance Measure(s)

Comments

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Goal E. COMMUNITY RELATIONSHIPS

Performance Measure(s)

1. Gains the community's respect and support for effectively leading and managing the school system.

Rating

- Performs exceptionally well
- Performs adequately
- Needs improvement

Comments

2. Solicits and gives attention to problems and opinions of all groups and individuals.

Rating

- Performs exceptionally well
- Performs adequately
- Needs improvement

Comments

3. Develops friendly and cooperative relationships with news media.

Rating

- Performs exceptionally well
- Performs adequately
- Needs improvement

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Performance Measure(s)

Comments

4. Participates actively in community life and affairs.

Rating

- Performs exceptionally well
- Performs adequately
- Needs improvement

Comments

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Goal F. PERSONAL QUALITIES

Performance Measure(s)

1. Maintains high standards of ethics, honesty, and integrity in all personal and professional matters.

Rating

- Performs exceptionally well
- Performs adequately
- Needs improvement

Comments

2. Earns respect and standing among professional colleagues.

Rating

- Performs exceptionally well
- Performs adequately
- Needs improvement

Comments

3. Devotes adequate time and energy to the job.

Rating

- Performs exceptionally well
- Performs adequately
- Needs improvement

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Performance Measure(s)

Comments

4. Maintains friendly but professional decorum in all relationships with the board, staff, students and community.

Rating

- Performs exceptionally well
- Performs adequately
- Needs improvement

Comments

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Name

Name