



Superintendent Evaluation

BELLVILLE ISD | 518 SOUTH MATHEWS STREET | BELLVILLE, TX | 77418 | PH: (979) 865-3133 | WWW.BELLVILLEISD.ORG

GOALS:

- Develop and attain local standards for high levels of integrated learning and performance. [LEARNING]
- Foster a connected, collaborative, and strategic approach to continuous improvement for the district. [LEADERSHIP]
- Create a culture that attracts, develops, and retains exceptional individuals to be part of our district and community. [HUMAN CAPITAL]
- Cultivate connections in our schools and community to ensure all feel safe, valued, and engaged in meaningful ways. [COMMUNITY]

EVALUATION:

Needs Improvement (N), Satisfactory Progress (S), Accomplished (A)

Goal 1: [LEARNING] Develop and attain local standards for high levels of integrated learning and performance.				
AIM/ANTICIPATED OUTCOME	ACTIONS/EVIDENCE	MOY	EOY	FEEDBACK:
BISD and all campuses will perform at or above an "average"/ ("B") level on all areas measured by the state accountability system.	<ul style="list-style-type: none"> • State Accountability Ratings • Analysis of 3 Year Trend in Academic Data 			
Engage stakeholder groups to develop a Portrait of a Graduate	<ul style="list-style-type: none"> • Stakeholder Input Survey & Results • Stakeholder Input Meetings • Portrait of a Graduate 			
Develop coherent sequences for academic course offerings that align with student interests.	<ul style="list-style-type: none"> • Learning Trip to Other Districts to see CTE Programs • Survey for Student/Parent Course Interests • Publish updated 6-12 BISD Course Catalogue for 2020-2021 Course Selection • Align staffing and resources to support academic programs of study; (Master Schedule, FTE's, Coding) 			

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Goal 2: [LEADERSHIP]

Foster a connected, collaborative, and strategic approach to continuous improvement for the district.

AIM/ANTICIPATED OUTCOME	ACTIONS/EVIDENCE	MOY	EOY	FEEDBACK:
Develop an active District Advisory Council	<ul style="list-style-type: none"> Committee Membership Roster Meeting Dates & Agendas Development of 2020-2021 Calendar Timeline/Process for Development of a long-range strategic improvement plan District of Innovation Plan Updated Templates for District & Campus Needs Assessments & Improvement Plans 			
Develop a Capital Improvement Plan	<ul style="list-style-type: none"> Dates for facilities walk-through's Roster of Stakeholders Involved Draft Capital Improvement Plan Real-Estate Management & Investment Plan 			
Develop a Technology Integration Plan	<ul style="list-style-type: none"> Draft: Technology Integration Plan inclusive of vision, refresh, and training/capacity building; Stakeholder Input Meetings 			
Create Administrative Regulations to Support Awareness & Alignment of Efficient Implementation of Best Practices	Administrative Procedure Manuals for: <ul style="list-style-type: none"> Multi-tiered Systems of Support 504 Special Education Registration (Online in 2020) Academic Grading Guidelines & Course Catalogue Nursing Practices-Family Forms & Medication Management Campus Handbooks & Code of Conduct 			

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Goal 3: [HUMAN CAPITAL]

Create a culture that attracts, develops, and retains exceptional individuals to be part of our district and community.

AIM/ANTICIPATED OUTCOME	ACTIONS/EVIDENCE	MOY	EOY	FEEDBACK:
Develop measures to gauge employee satisfaction & increase retention	<ul style="list-style-type: none"> ● Stakeholder input meetings; ● Stakeholder survey & results; ● Employee retention & attendance rates 			
Improve recruitment tools and onboarding processes	<ul style="list-style-type: none"> ● Marketing tools ● Recruitment events ● Onboarding process and resources ● HR Overview (Aug. 2019) ● Update HR Overview (Summer 2019) 			
Enhance efforts to ensure feel valued and appreciated	<ul style="list-style-type: none"> ● Marketing tools ● Recruitment events ● Onboarding process and resources ● HR Overview (Aug. 2019) ● Update HR Overview (Summer 2019) 			
Invest in the development of leadership capacities, collaboration, and empowerment of our administrators, campus-leaders, teachers, and staff	<ul style="list-style-type: none"> ● Counselor Meeting Agendas ● AP Meeting Agendas ● Leadership Meeting Agendas ● Student Advisory Meeting Agendas ● Leadership & Learning Opportunities: <ul style="list-style-type: none"> ○ Turquoise Table Book Series ○ Our Iceberg Is Melting -Nov. 14 ○ Learning Trip (Oct. 21-22) ○ February District PD Day 			

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Goal 4: [COMMUNITY]

Cultivate connections in our schools and community to ensure all feel safe, valued, and engaged in meaningful ways.

AIM/ANTICIPATED OUTCOME	ACTIONS/EVIDENCE	MOY	EOY	FEEDBACK:
Promote a safe environment for all stakeholders	<ul style="list-style-type: none"> • Former Safety Audit • 2019 Safety Audit • Safety Plan • Safety Practices • Communication of Safety Procedures & Resources 			
Connect with community leaders and groups	<ul style="list-style-type: none"> • T. Winkleman, Young Life (Aug.) • Lions Club (Oct.) • Other-TBD • Host "State of the District" Events (Oct/April) • District Advisory Council 			
Attend district & community events	<ul style="list-style-type: none"> • See npoenitzsch Google Calendar • • 			
Enhance communication outlets with the community	<ul style="list-style-type: none"> • BISD Facebook Page • BISD Website Updates • Board Walks On Campuses & Email Addresses • Parent Emails-News Letters • 			



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LEADERSHIP ATTRIBUTES:

Texas Education Code Superintendent Standards.

DESIRED ATTRIBUTE	ACTIONS/EVIDENCE	MOY	EOY	FEEDBACK:
<p>[VALUES & ETHICS] Acts with integrity, fairness, and in an ethical manner.</p> <p>BISD Candidate Profile</p>	<ul style="list-style-type: none"> Model integrity in decision-making, actions, and behaviors; Serve as an articulate spokesperson; Participate in professional development; Maintain personal and emotional wellness; Be a courageous champion for kids 			
<p>[SHARED VISION] Develops a vision of learning that is shared and supported by the school community</p>	<ul style="list-style-type: none"> Establish a culture that promotes learning, high expectations, and academic rigor for self, staff and students; Develop a shared vision; Involve all stakeholders in planning processes; Encourage and model innovative thinking and risk taking and view problems as learning opportunities; Promote appreciation of diversity in the education community. 			
<p>[HUMAN RESOURCES] Implement a staff evaluation and development system to improve the performance of all staff members.</p>	<ul style="list-style-type: none"> Implement a comprehensive professional development plan; Implement effective strategies for the recruitment, selection, induction, development, and promotion to the staff; Institute staff evaluation models to include both formative and summative assessment; Improve organizational health/morale by providing on-going support to personnel; 			
<p>[POLICY & GOVERNANCE] Promote student success by understanding, responding to, and influencing the larger cultural context and working with the board to define mutual expectations, policies, and standards.</p>	<ul style="list-style-type: none"> Demonstrate appropriate knowledge of legal issues facing education; Provide leadership in defining superintendent and trustees roles; Board Year-at-a-Glance, mutual expectations, and an effective superintendent-board relationship; Board Retreat Prepare and recommend policies to improve student learning and district performance; Demonstrate effective writing, speaking, and listening skills. 			

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LEADERSHIP ATTRIBUTES:

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DESIRED ATTRIBUTE	ACTIONS/EVIDENCE	MOY	EOY	FEEDBACK:
[COMMUNICATION & COMMUNITY RELATIONS] Promote student success by collaborating with families and community members.	<ul style="list-style-type: none"> Effectively engage parents, businesses, collegens, and community groups and leaders in attainment of district goals; Effectively communicate with and gather input from all stakeholders; Obtain and constructively respond to accurate perceptions of the district, staff, and community; Use effective consensus-building and conflict-management skills; Use proactive communication strategies to enhance and promote the district's vision. Facebook Page 			
[ORGANIZATIONAL LEADERSHIP] Lead and manage organization operations and resources for a safe, efficient, and effective learning environment.	<ul style="list-style-type: none"> Define roles, assign functions, delegate effectively, and determine accountability for goal attainment; Gather and analyze data to make informed decisions; Implement change processes for organizational effectiveness; Perform effective budget planning, management, and reporting; (Compensation Video) Manage time to maximize attainment of goals. 			
[PLANNING AND DEVELOPMENT] Design and implement strategic plans that enhance teaching and learning.	<ul style="list-style-type: none"> Implement curriculum planning methods to anticipate and respond to occupational and economic trends and to achieve optimal student learning; Ensure instructional continuity and integrity across the school district; Develop collaborative processes to ensure implementation of effective scope, sequence, content, and alignment; Facilitate the use of technology and information systems to enrich and enhance learning; Facilitate creative, critical-thinking, and problem-solving by all stakeholders; Facilitate effective coordination of curricular and extra-curricular programs. 			
[INSTRUCTIONAL LEADERSHIP] Serve as an educational leader who advocates and nurtures a culture conducive to student learning and staff professional growth.	<ul style="list-style-type: none"> Create conditions that empower staff, students, families, and the community to strive to achieve the district's vision; Develop a learning organization that supports instructional improvement, implementation of appropriate curriculum, incorporates best practice and is conducive to learning; Support student programs to fulfill development, social cultural, athletic, leadership, and scholastic needs; Ensure students with special needs are provided quality, flexible, instructional programs and services. 			

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